

NEW MEXICO

CORPORATE
SITE
SELECTION

HANDBOOK



NEW MEXICO

AMERICA'S LAND OF ENCHANTMENT

NEW MEXICO CORPORATE SITE SELECTION HANDBOOK

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NEW MEXICO OVERVIEW

NEW MEXICO OVERVIEW

New Mexico. Land of Enchantment.

Land of Opportunity.

You may already be familiar with New Mexico's rich cultural and natural resources, our unmatched quality of life and colorful history.

What you should also know is that the business and economic opportunities are extensive.

Our government and private sectors have developed a partnership for growth in the state, working with private enterprise to foster success.

Businesses benefit by our strategic location along a 175-mile international border with four ports of entry.

Our universities and young labor force provide innovative ideas and unique opportunities.

High productivity, excellent labor-management relations, and low operating costs place New Mexico in just the right position for development in the 1990s.

▼ POPULATION

According to the most recent U.S. Census Bureau statistics, New Mexico's population was 1,515,069 on April 1, 1990. This represents a 16.3% increase in

population since 1980. During this same time period, the nation's population grew 9.8%, rising to 248.7 million persons (see Figure 1).

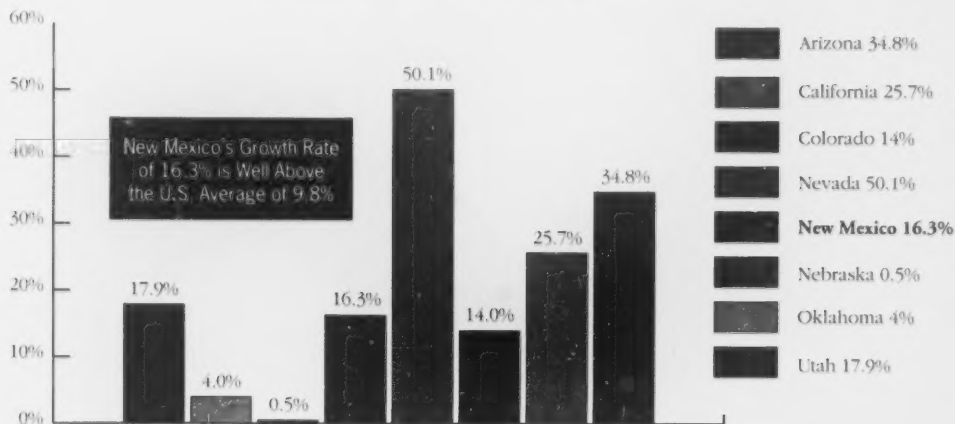
The major growth areas in New Mexico have been in or around the three major metropolitan areas: Albuquerque, Las Cruces, and Santa Fe. Los Alamos County also experienced significant gains in population. The population in the counties around Albuquerque (Valencia, Sandoval, and Bernalillo) grew significantly, accounting for most of the population growth in the state between 1980 and 1990.

New Mexico's non-Hispanic Anglo population grew 11.4%, accounting for 50.5% of the state's population. Hispanics represent 38.2% of the state's population; African-Americans, 1.8%; Native Americans, 8.5%; Other (Asian or Pacific Islander, etc.), 1% (see Figure 2).

Projections for New Mexico's population by the year 2000 indicate a 12.4% growth and, by the year 2010, a 21.7% increase (see Figure 3).

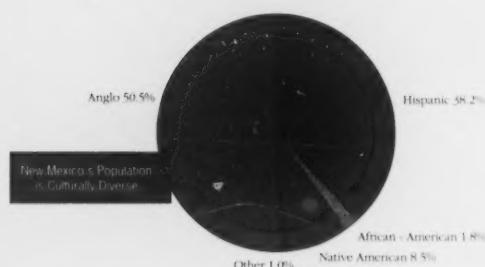
New Mexico's population (along with the rest of the nation) continued to age during the last decade with the percentage of persons age 65 years and over increasing for all major races. Overall, the proportion of persons 65 years and over rose from 8.9% of the population in 1980 to

FIGURE 1
POPULATION GROWTH RATE 1980-1990



Source: U.S. Bureau of the Census, 1990

FIGURE 2
POPULATION BY RACE 1990



Source: New Mexico Department of Labor Annual Planning Indicators

10.8% in 1990. During those 10 years, the median age increased from 27.4 to 31.3 years. This is due in large part to the active recruitment of retirement age individuals to New Mexico.

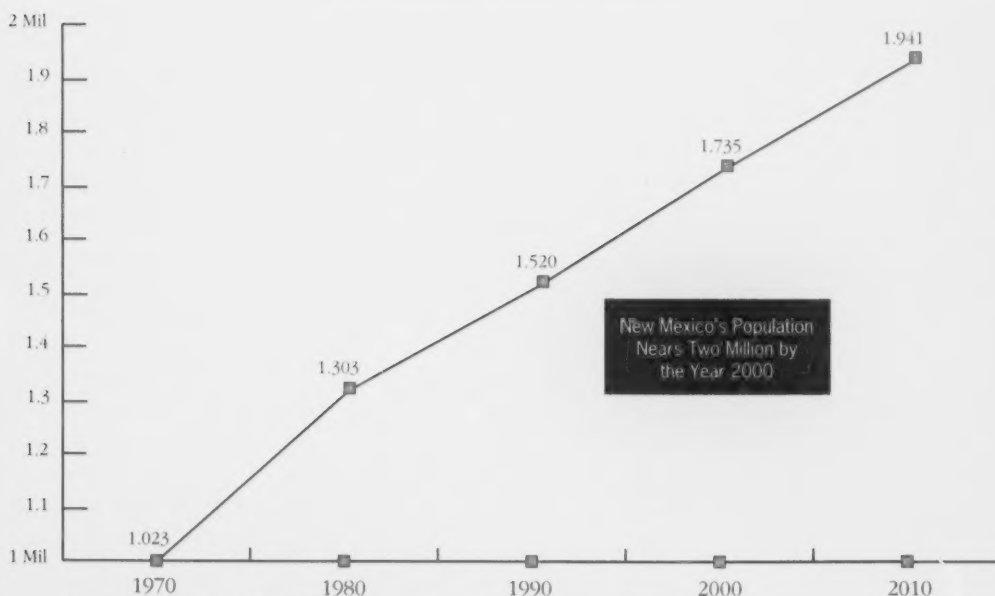
LABOR FORCE/AVAILABILITY

The New Mexico civilian labor force grew more quickly than the entire United States' civilian labor force from 1981 to 1986. It dropped below the national growth rate in 1987 where it remained for 4 years (see Figure 4). This past year, however, the New Mexico civilian labor force growth rate of 1.5% surpassed the national rate of 1.3%. New Mexico employment growth fluctuated around the national rate during the 1980s, with very similar rates from 1988 to 1990 (see Figure 5). In 1992, New Mexico showed an increase of 1.5%, while employment overall in the United States decreased only 1.1%.

Unemployment rates of change followed the national pattern in the early 1980s, increased significantly above the national rate in 1985, then dropped back down during the second half of the decade. Unemployment rates have remained below the United States' rates for four years now (see Figure 6).

The largest employment sectors in New Mexico are government, services and trade, accounting for three-

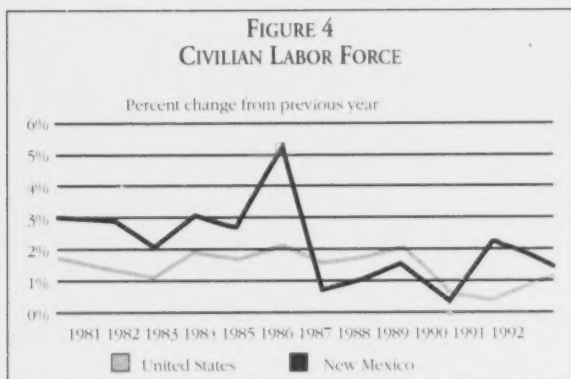
FIGURE 3
NEW MEXICO POPULATION GROWTH



Source: U.S. Bureau of the Census, 1990

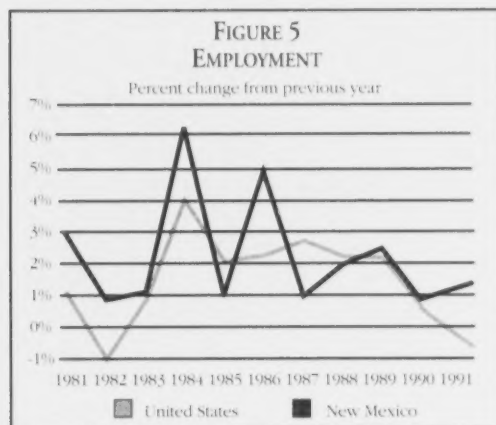
Census Bureau mid-year population estimates 1981-1989 are revised as of January 1992 to reflect 1980 + 1990 census population counts
Projections from University of New Mexico Bureau of Business and Economic Research 11/91

FIGURE 4
CIVILIAN LABOR FORCE



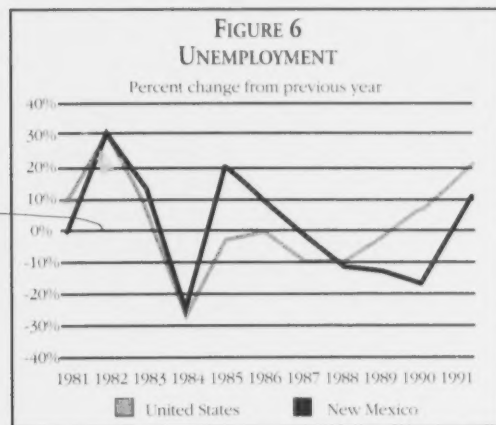
Source: New Mexico Department of Labor Annual Planning Indicators

FIGURE 5
EMPLOYMENT



Source: New Mexico Department of Labor Annual Planning Indicators

FIGURE 6
UNEMPLOYMENT



Source: New Mexico Department of Labor Annual Planning Indicators

FIGURE 7
NEW MEXICO
EMPLOYMENT BY INDUSTRY
1991 ANNUAL AVERAGES

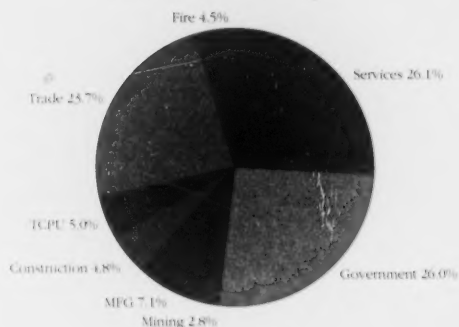
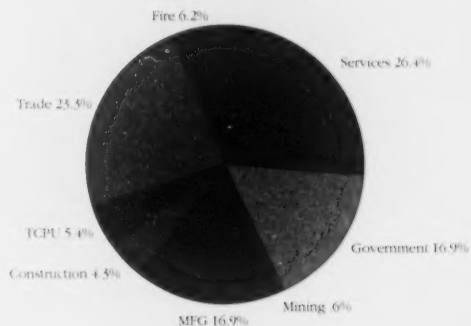


FIGURE 8
UNITED STATES
EMPLOYMENT BY INDUSTRY
1991 ANNUAL AVERAGES



quarters of total non-agricultural employment (see Figure 7). Compared to the United States, New Mexico has significantly more government and mining employment, and less manufacturing (see Figure 8).

Manufacturing maintained steady growth from 1983 to 1990, with 1988 and 1989 being particularly strong years. Most of this growth was in the areas of electronics and transportation manufacturing.

Source: Bureau of Business and Economic Research, University of New Mexico, "FOR-UNM Short Term Forecast," March 13, 1992 and the New Mexico Department of Labor, "Labor Market Annual Planning Indicators," May 1992.

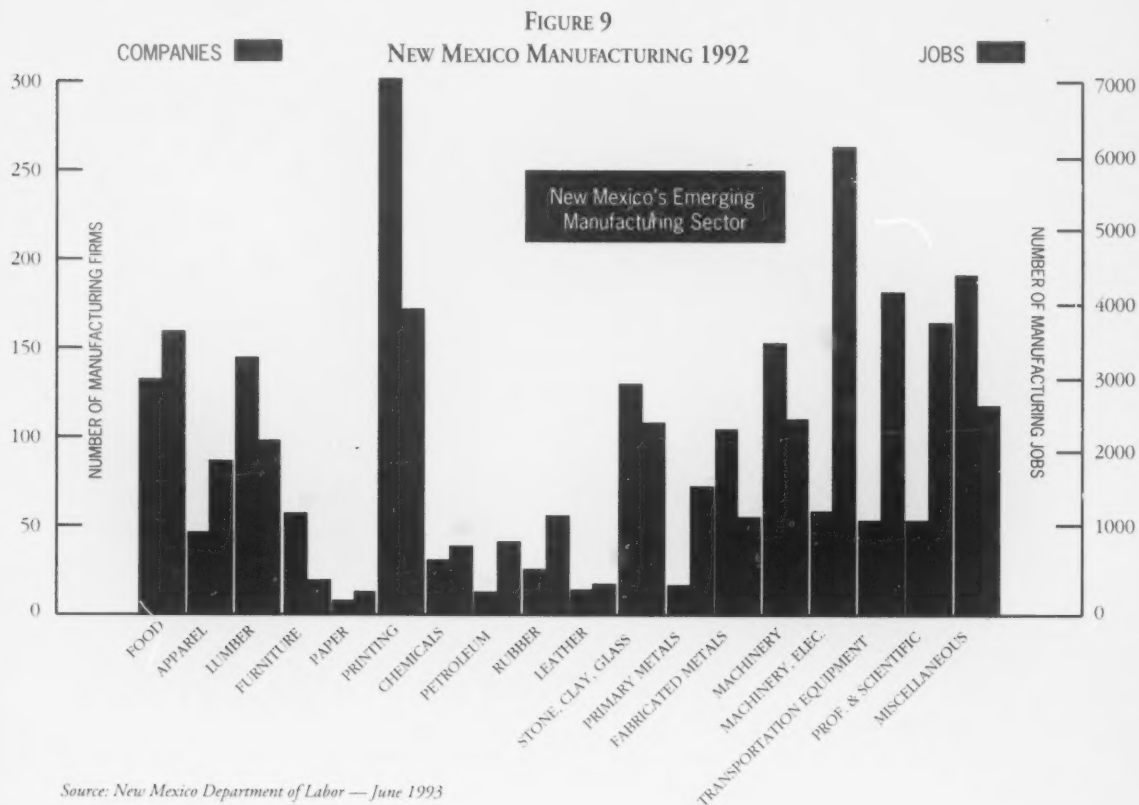
▼ MANUFACTURING

THE 50 LARGEST MANUFACTURERS IN NEW MEXICO - 1992

<u>COMPANY</u>	<u>LOCATION</u>	<u>PRODUCT</u>	<u>EMPLOYEES</u>
Honeywell Defense Avionics Systems Division	Albuquerque	aircraft avionics	2500
Intel Corp.	Rio Rancho	silicon wafers	2200
G.E. Aircraft Engines	Albuquerque	jet engines	1726
Motorola Ceramic Products	Albuquerque	bandpass filters	1400
Chino Mines Company	Hurley	anode copper	1100
Transportation Manufacturing Corp.	Roswell	buses	1100
Signetics Corp.	Albuquerque	silicon wafers	1000
Albuquerque Publishing Company	Albuquerque	newspaper	900
Digital Equipment Corp.	Albuquerque	Computer equipment	900
L'Eggs Products Inc.	Mesilla Park	hoisery	800
Levi Strauss Company	Roswell	apparel	654
Levi Strauss Company	Albuquerque	apparel	600
Ethicon, Inc.	Albuquerque	surgical instruments	586
Phelps Dodge Mining Company	Playas	anode copper	540
Giant Refining Company, Ciniza	Gallup	petroleum refining	450
Joy Canning Company	Las Cruces	canned chile	400
Lockheed Technology, Inc.	Las Cruces	space propulsion systems	400
Sparton Technology, Inc.	Albuquerque	high-reliability switches	400
Eddy Potash, Inc.	Carlsbad	potassium chloride	376
Amax Potash Corp.	Carlsbad	muriate potash	350
Border Foods Inc.	Deming	canned chile	350
Duke City Lumber Company, Inc.	Albuquerque	sawmill	350
Pioneer Wear, Inc.	Albuquerque	apparel	350
Prepared Foods, Inc.	Santa Teresa	meat preparation	350
Gulton Industries	Albuquerque	airborne telemetry	341
Bueno Brand Foods Products	Albuquerque	frozen Mexican food	313
Navajo Refining Company	Artesia	petroleum refining	300
Elastimold	Albuquerque	underground connectors	300
Navajo Forest Products Industries	Navajo	sawmill	300
Presto Products Manufacturing	Alamogordo	aluminum castings	300
Ponderosa Products, Inc.	Albuquerque	particleboard	280
Unichem International, Inc.	Hobbs	oilfield chemicals	280
Amity Leather Products Company	Albuquerque	leather goods	257
Sunsoft Corp.	Albuquerque	soft contact lenses	250
Creamland Dairies Inc.	Albuquerque	ice cream	235
Eberline Instrument Corp.	Santa Fe	radiation detection instruments	205
Honeywell, Inc.	Albuquerque	building systems	200
Rainbo Baking Company, Inc.	Albuquerque	bakery products	200
Montana de Fibra	Las Vegas	fiberboard	184
Karler Packing Company, Inc.	Albuquerque	meat packing plant	180
Mississippi Chemical Corp.	Carlsbad	potash	176
Western Ag-Minerals Company	Carlsbad	potash	170
EG & G	Albuquerque	electromagnetic instruments	166
Shube Manufacturing, Inc.	Albuquerque	jewelry & pewter figurines	165
U.S. Enertek, Inc.	Farmington	oil/gas equipment	160
Coca-Cola/Dr. Pepper Bottling Co.	Albuquerque	bottled & canned soft drinks	155
W & W Steel Co.	Albuquerque	fabricated structural steel	151
Fred's Center Brands	Albuquerque	frozen food	150
General Mills	Albuquerque	cereal	150

According to a 1990 study conducted by the New Mexico Economic Development Department, there are 1,635 manufacturers in the state. Total employment in this sector measures 49,337 (see Figure 9). The three largest operations are printing, machinery and lumber. The highest labor-intensive operations are electronics, transportation

equipment and printing. According to a 1990 study conducted by Grant Thornton, New Mexico ranks the lowest among the Southwestern states in person-hours lost. Combined with low union membership and moderate wages (see Figure 10), New Mexico is a very conducive environment for manufacturing.

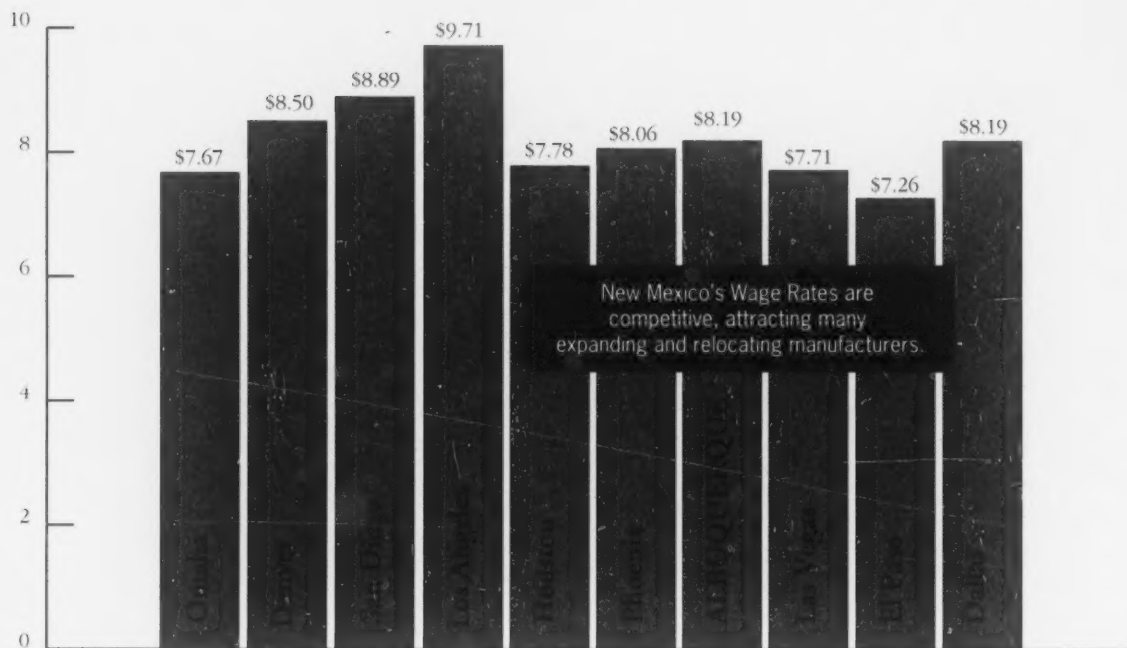


Source: New Mexico Department of Labor — June 1993

SIC CODE/DESCRIPTION	FIRMS	JOBS	SIC CODE/DESCRIPTION	FIRMS	JOBS
20 Food	136	3,540	31 Leather	13	368
23 Apparel	45	1,783	32 Stone, Clay, Glass	135	2,402
24 Lumber	148	2,084	33 Primary Metals	18	1,421
25 Furniture	58	475	34 Fabricated Metals	106	1,135
26 Paper	8	168	35 Machinery	153	2,491
27 Printing	304	3,911	36 Machinery, Elec.	69	6,264
28 Chemicals	38	682	37 Transportation Equip.	52	4,160
29 Petroleum	12	690	38 Prof. & Scientific	52	3,810
30 Rubber	28	463	39 Miscellaneous	189	2,717

Source: New Mexico Economic Development

FIGURE 10
MEDIAN HOURLY WAGE FOR MANUFACTURING WORKERS



Source: 1992 Geographical Reference Report Economic Research Institute

▼ BUSINESS CLIMATE

Located in the heart of the burgeoning Southwest, New Mexico has experienced steady economic expansion in recent years. Industry migrates to this six-state, 35-million+ consumer market for reasons such as competitive wage rates; a young, skilled and well-educated labor force; available and inexpensive energy and water resources; cost and availability of industrial sites; moderate tax structures; and a cooperative labor regulatory environment. New Mexico also offers these compelling and favorable attributes:

High Productivity: Value-added by manufacturing per payroll dollar is among the highest of any state. Low union membership augments smooth labor relations which keeps productivity high.

Proximity to Mexico: By locating your plant or offices in New Mexico you'll gain unequalled access to Mexico's rapidly growing consumer marketplace (over 85 million consumers), as well as over 2,000 maquiladora plants operating in Mexico.

Proximity to National Laboratories: The state of New Mexico serves as a catalyst to develop technology alliances between local federal laboratories, test facilities, universities, the private sector and the state. The federal laboratories located in New Mexico are: Los Alamos National Laboratory, Sandia National Laboratory, Phillips Laboratory, Albuquerque Seismological Laboratory and White Sands Proving Grounds.

Steady Economic Expansion: Unlike its Southwest neighbors, New Mexico has not been propelled into dramatic growth only to result in lost momentum in an economic downturn.

In 1991, New Mexico managed to skirt the national recession and became one of the nation's better economic performers. The economy added about 5,800 jobs which included expansion of existing companies. This represented a 1.4% rate of job growth. During 1991 and 1992, New Mexico attracted 44 new companies which created 3,265 new jobs (see Figure 11).

FIGURE 11
NEW MEXICO'S JOBS CREATED SCOREBOARD — JANUARY, 1991 TO JUNE, 1993

<u>COMPANY</u>	<u>LOCATION</u>	<u>INDUSTRY TYPE</u>	<u>ANNOUNCED - IN PLACE</u>	<u>JOBS</u>
Bergen Brunswig-new	Sandoval	Service	In Place	25
Fusion Company-new	Bernalillo	Manufacturing	In Place	15
Depuy/Rotek-new/exp	Bernalillo	Manufacturing	In Place	50
Outside Magazine-new	Santa Fe	Publication	Announced	70
Gregory Enterprises-exp	Eddy	Manufacturing	In Place	30
Electro Wire-exp	Lea	Manufacturing	In Place	40
Edcor Electronics-new	Eddy	Manufacturing	In Place	40
Creations Harris-new	Sandoval	Manufacturing	In Place	6
Martin Marietta-exp	Bernalillo	Manufacturing	In Place	307
U.S. Cotton-exp	Sandoval	Manufacturing	In Place	7
Baxter Health-exp	Bernalillo	Service	In Place	75
Conquest Machine-exp	Dona Ana	Manufacturing	In Place	16
Independent Mobility-exp	San Juan	Manufacturing	In Place	14
WBSCO-new	Bernalillo	Manufacturing	In Place	13
Navajo Refinery-exp	Lea	Refining	In Place	65
Rich Meat Service-exp	Lea	Processing	In Place	30
Intel-exp	Sandoval	Manufacturing	In Place	60
Philips Electronics-exp	Bernalillo	Manufacturing	In Place	359
M.A. & Sons-new	Dona Ana	Processing	In Place	5
Bueno Foods-exp	Bernalillo	Processing	In Place	80
U.S. West-exp	Bernalillo	Service	In Place	87
U.S. West-new	Santa Fe	Service/Stock	In Place	14
General Mills-new	Bernalillo	Manufacturing	In Place	170
Adria Labs-new	Bernalillo	Manufacturing	In Place	50
Citicorp-exp	Bernalillo	Service	In Place	80
MCI-exp	Bernalillo	Service	In Place	60
Motorola-exp	Bernalillo	Service	In Place	200
Phoenix West-new	Sandoval	Manufacturing	In Place	42
Air Products-new	Sandoval	Manufacturing	In Place	10
Furrs Supermarkets-new	Bernalillo	Service	In Place	60
Kraft-new	Bernalillo	Wholesale	In Place	50
Jule Art-new	Bernalillo	Manufacturing	Announced	8
Cable Tech-new	Bernalillo	Manufacturing	Announced	50
Top Form Data-new	Sandoval	Manufacturing	In Place	30
Advanced Computer Systems-new	Lea	Manufacturing	In Place	20
Aero Parts Manufacturing Co.-new	Sandoval	Manufacturing	Announced	150
Air Force Inspection & Safety Centers-new	Bernalillo	Military	Announced & In Place	150
Southwest Airlines-new	Bernalillo	Service	In Place	465
Excel Logistics-new	Bernalillo	Distribution	In Place	7
Honeywell Controls-exp	Bernalillo	Electronics	In Place	80
Mark White Petro-new	McKinley	Petroleum	Announced	50
McKinley Paper Co.-new	McKinley	Manufacturing	Announced	70
Specialized Plastic Systems-new	Eddy	Manufacturing	Announced	20
Renown Aviation Co.-new	Chavez	Aircraft Maintenance	Announced	100
Mid America Dairies-new	Roosevelt	Milk Processing	Announced	50
Intel Expansion-exp	Sandoval	Electronics	Announced	1,000
Trends Plastics-new	Bernalillo	Plastics	Announced	30
CommTek Communications-new	Sandoval	Telemarketing	Announced	40
Great American Stock Co.-new	Sandoval	Photography	Announced	15
Collective Elegance-new	Chavez	Ceramics	Announced	200
TOTAL				4,705

MAJOR EMPLOYERS IN NEW MEXICO, 1992 *

EMPLOYER	NUMBER OF EMPLOYEES
University of New Mexico	12,189
Albuquerque Public Schools	11,052
Kirtland AFB	9,626
(Military)	5,969
(Federal Civilian)	3,657
Los Alamos National Laboratory	9,296
Sandia National Laboratories	7,742
New Mexico State University	7,504
City of Albuquerque	6,700
Holloman AFB	6,689
(Military)	4,925
(Federal Civilian)	1,764
White Sands Missile Range	5,540
(Military)	1,027
(Federal Civilian)	4,513
Cannon AFB	5,291
(Military)	4,465
(Federal Civilian)	826
Presbyterian Healthcare Services	4,063
Wal-Mart Stores, Inc.	4,024
New Mexico Dept. of Health	3,813
Furr's Supermarkets, Inc.	3,432
U.S. Postal Service	3,171
Public Service Co. of New Mexico	3,143
Lovelace, Inc.	3,100
U.S. Dept. of Interior, Bureau of Indian Affairs	2,790
Las Cruces Public Schools	2,643
New Mexico State Highway and Transportation Dept.	2,600
U.S.P.H.S. Indian Health Service	2,598
University Hospital	2,477
Sunwest Financial Services, Inc.	2,357
Honeywell, Inc.	2,282
St. Joseph Healthcare System	2,242
U.S. West, Inc.	2,132
Intel Corp.	2,200
Phelps Dodge Mining Co.	2,082
New Mexico Human Services Dept.	2,051
Gallup-McKinley County Schools	2,002
New Mexico Corrections Dept.	1,927
U.S. Dept. of Veterans Affairs (VA) Medical Center	1,875
Smith's Food and Drug Centers, Inc.	1,690
Sears, Roebuck and Co.	1,686
Santa Fe Public Schools	1,650
Jewel Osco Southwest, Inc.	1,620
Albertsons, Inc.	1,613
J.C. Penney Co., Inc.	1,584
Johnson Controls World Services, Inc.	1,507
Pizza Hut, Inc.	1,500
Albuquerque Technical-Vocational Institute	1,498

New Mexico Taxation and Revenue Dept.	1,429
St. Vincent Hospital	1,365
AT&SF Railway Co.	1,350
Roswell Independent School District	1,339
Levi Strauss and Co.	1,316
GE Aircraft Engine Group	1,311
Gadsden Independent School District #16	1,259
Horizon Healthcare Corp.	1,256
New Mexico Institute of Mining and Technology	1,234
U.S.D.A., Forest Service, Southwestern Region	1,220
Clovis Municipal School District	1,214
Execu-Staff, Inc.	1,200
Bernalillo County	1,181
Farmington Municipal School District #5	1,178
Central Consolidated School District #22	1,154
United Parcel Service (UPS), Inc.	1,140
United New Mexico Financial Corp.	1,077
U.S. Dept. of Energy, Albuquerque Field Office	1,065
Furr's/Bishop's, Inc.	1,061
Eastern New Mexico University	1,035
Memorial Medical Center	1,024
U.S.D.H.S., Social Security Administration	1,008
First National Bank in Albuquerque	975
City of Santa Fe	956
Hobbs Municipal Schools	953
City of Las Cruces	940
The Evangelical Lutheran Good Samaritan Society	933
U.S. Dept. of Interior, Bureau of Land Management	906
Transportation Manufacturing Corp.	900
Martin Marietta Postal Systems	886
BHP Minerals Western U.S. Mining	884
Giant Industries	876
Alamogordo Public Schools	859
Blake's Lotaburger, Inc.	848
Digital Equipment Corp.	845
U.S.D.O.T., Federal Aviation Administration	822
Signetics Co., a subsidiary of North American Philips Corp.	821
Lockheed Engineering & Sciences Co., Test & Evaluation Programs	820
Espanola Public School District	812
New Mexico Dept. of Labor	795
DynCorp	792
Carlsbad Municipal Schools	780
Los Lunas Public Schools	777
Westinghouse Electric Corp.	760
Motorola, Inc.	739
New Mexico Dept. of Public Safety	734
Eastern New Mexico Medical Center	725
Ethicon, Inc.	720
Four Corners Power Plant	714
The Pittsburg and Midway Coal Mining Co.	714
San Juan Regional Medical Center	712
Sara Lee Hosiery-Legg's Products	693
El Paso Natural Gas Co.	692

MAJOR EMPLOYERS IN NEW MEXICO, 1992 *

<u>EMPLOYER</u>	<u>NUMBER OF EMPLOYEES</u>
New Mexico Youth Authority	678
Belen Consolidated Schools	658
Los Alamos Public Schools	658
Jicarilla Apache Tribe	649
Albuquerque Publishing Co.	637
Blue Cross and Blue Shield of New Mexico	616
Cibola County Schools	601
American Furniture Co.	600
Kirk-Mayer, Inc.	600
IMC Fertilizer, Inc.	587
New Mexico Energy, Minerals and Natural Resources Dept.	578
Los Alamos County	574
City of Farmington	551
City of Roswell	534
Bloomfield Municipal School District #6	524
U.S. Dept. of Interior, National Park Service	510
MCI Services Marketing, Inc.	502

Source: New Mexico Progress Economic Review of 1992

*Most employment figures are for late February 1992, although responses from a few employers apply to other dates between late December 1991 to mid-May 1992. Exceptions include figures for the following organizations: the four military bases, September 30, 1991; Albuquerque Public Schools, October 8, 1991; and Eastern New Mexico University (main campus), November 25, 1991.

▼ PERSONAL INCOME

The September, 1992 edition of the New Mexico Labor Market Review, published by the New Mexico Department of Labor, demonstrates that New Mexico's per capita income increased 4% in 1991 compared to the U.S. increase of 2.4%. New Mexico's growth rate compared favorably with the neighboring states of Texas-3.9%, Arizona-2.6% and Oklahoma-2.7%.

Most of the states with the fastest growth in per capita income also had population growth below the national average. The growth rate of the state's per capita income was slowed by the population increase. A lower population growth rate makes it easier for a state to achieve increased per capita income, since per capita income is computed by dividing total personal income by population.

According to the U.S. Department of Commerce, 1991, New Mexico's per capita income was \$14,265, ranking the state 47th in the United States.

NEW MEXICO BACK OFFICE AND BUSINESS SERVICE OPERATIONS

<u>NAME</u>	<u>TYPE OF OPERATION</u>	<u>NO. OF EMP.</u>
Baxter Healthcare	Accounting	300
Citicorp Credit Service	Credit Processing	400
J.C. Penney Credit Processing	Payment Processing Center	na
J.C. Penney Telephone Sales Center	In-Bound/out Bound Telemarketing	500
Metropolitan Life Ins.	Claims Processing	325
Sears Telemarketing Ctr.	Telemarketing	na
Southwest Airlines Reservation Center	Reservation Service	465
MCI Services Marketing	Telemarketing	680
Social Security Administration	Teleservicing/Data Processing Center	na
USA-800	Telemarketing	380
		60

na (Not Available)

PER CAPITA INCOME, SELECTED STATES (national rank)

Arizona (36)	\$16,012
California (9).....	\$20,677
Colorado (15).....	\$18,890
Idaho (41)	\$15,249
Kansas (22).....	\$18,162
Nebraska (25).....	\$17,549
Nevada (14).....	\$19,035
Oklahoma (39).....	\$15,457
Texas (33).....	\$16,716
Utah(49)	\$13,993
Wyoming (34).....	\$16,314
U.S.A. (Avg.).....	\$18,691
New Mexico (47).....	\$14,265

▼ TRANSPORTATION

New Mexico's location in the heart of the Southwest provides fast and dependable accessibility to the West Coast, Midwest, Gulf Coast, and national market centers.

Three interstate highways transect the state and a statewide network of railroads connect New Mexico with regional and national markets. Airlines provide regular passenger and cargo service to the state's communities, with the rest readily accessible by private aircraft.

New Mexico's pleasant climate, with its dry, sunny weather 95% of the year, ensures dependable transportation systems allowing industry to deliver goods promptly.

AIRPORT TRAFFIC 1991*

<u>AIRPORT</u>	<u>DEPARTURES</u>	<u>ARRIVALS</u>
Albuquerque International	2,461,434	2,476,997
Four Corners Regional (Farmington)	61,622	na
Roswell Industrial Air Center	25,562	27,873
Los Alamos*	11,328	8,518
Cavern City Air Terminal (Carlsbad)	10,156	10,127
Santa Fe Municipal	7,682	7,904
Las Cruces International	6,318	6,284
Gallup Municipal	5,033	4,924
Lea County/Hobbs	3,119	2,975
Alamogordo/White Sands Regional	2,526	2,715
Clovis Municipal	2,445	2,768
Silver City/Grant County	1,945	1,961
Total	2,599,170	na

* Passenger traffic at Los Alamos Airport is tabulated on a federal fiscal year basis, i.e. October through September of each year. All other data are on a calendar year basis.

• (na) Not Available

1 The data are counts of commercial airline passengers for the most active commercial airports.

2 The decline in annual passenger traffic at Santa Fe Municipal Airport is primarily attributed to a reduction in scheduled Mesa Airline flights. In 1991, the number of flights was reduced from 12 to 6 per day.

Source: Individual airport managers, Mesa Airlines and Ross Aviation, Inc.

NEW MEXICO TRANSPORTATION MAP



RAILROADS ———

- Amtrack
- Burlington Northern
- Union Pacific
- Atchison, Topeka & Santa Fe
- Southern Pacific

INTERNATIONAL PORTS OF ENTRY ■

- Albuquerque—Albuquerque Int'l. Airport
- Las Cruces—Crawford Int'l. Airport
- Santa Teresa—Border Crossing
- Antelope Wells—Border Crossing
- Columbus—Border Crossing

AIRPORTS WITH AIRLINE SERVICE ➔

INTERSTATE HIGHWAYS ———

- I-10 East-West from Las Cruces
- I-25 North to Denver
- I-40 East-West through Albuquerque

MILEAGE BETWEEN ALBUQUERQUE AND NEW MEXICO
PRINCIPAL CITIES

Alamogordo	209
Carlsbad	275
Clovis	217
Farmington	180
Gallup	138
Las Cruces	223
Los Alamos	91
Raton	223
Roswell	198
Santa Fe	61
Socorro	78
Tucumcari	178

Source: Rand McNally Road Atlas

MILEAGE BETWEEN PRINCIPAL CITIES
AND ALBUQUERQUE

Dallas, TX	644
Denver, CO	437
El Paso, TX/Juarez	266
Houston, TX	853
Kansas City, MO	777
Los Angeles, CA	811
New Orleans, LA	1157
Oklahoma City, OK	542
Phoenix, AZ	458
Salt Lake City, UT	604
San Antonio, TX	730
San Diego, CA	811
San Francisco, CA	1109

Source: Rand McNally Road Atlas

QUALITY
OF LIFE

Quality
of Life

QUALITY OF LIFE

New Mexico's mild climate and pristine geography attracts travelers from across the globe. Outdoor recreational activities are possible all year-round. New Mexico is also a land of vivid cultural and geographic contrasts, offering residents an ambiance that enriches their quality of life.

Human history began here some 12,000 years ago, evidenced by artifacts found near Folsom, New Mexico. By the sixth century A.D., Anasazi and Mimbres civilizations thrived in the northwestern deserts and southwestern mountains, leaving behind stone cities that enthrall archeologists today. Acoma and Taos Pueblos are estimated to be 1,000 years old, making them the nation's oldest continually occupied structures.

Spanish conquistadors explored the area in 1540, eventually founding a colony at San Juan de Los Caballeros. By 1610 they founded Santa Fe, now the nation's oldest state capital, and built the Palace of the Governors, now the nation's oldest government building.

The Santa Fe Trail linked New Mexico to the Eastern seaboard during the 1800's, beginning an era of immigration and trade which accelerated with the coming of the railroad. By the early 1900's, art colonies sprang up in many cities.

Today, New Mexicans enjoy a rich multicultural history in an unsurpassed environment.

The Rio Grande bisects the state from north to south, flowing through sundrenched landscapes. Thousands of tourists visit Carlsbad Caverns where limestone caves dip 1,000 feet beneath the earth's surface. Skiers traverse the slopes of 12 ski areas, while hikers challenge themselves among hundreds of thousands of acres of public lands, including the nation's oldest wilderness area in the Gila Mountains. Hunters and fishermen find plenty of game in the forests, lakes and streams of this state, aptly named "The Land of Enchantment."

▼ COST OF LIVING

New Mexico is consistently near the national average of the American Chamber of Commerce Researchers Association (ACCRA) Quarterly Cost of Living Index. This study measures inter-city differences in the costs of

consumer goods and services, excluding taxes and non-consumer expenditures. The Index is based on 59 items, with 100 being the average standard (see Figure 1).

New Mexico has an affordable cost of living, ranking consistently near the national average.

New Mexico offers state-of-the-art healthcare. Several of the hospitals, medical research corporations, and organizations have gained a national reputation for their innovative techniques, products and programs.

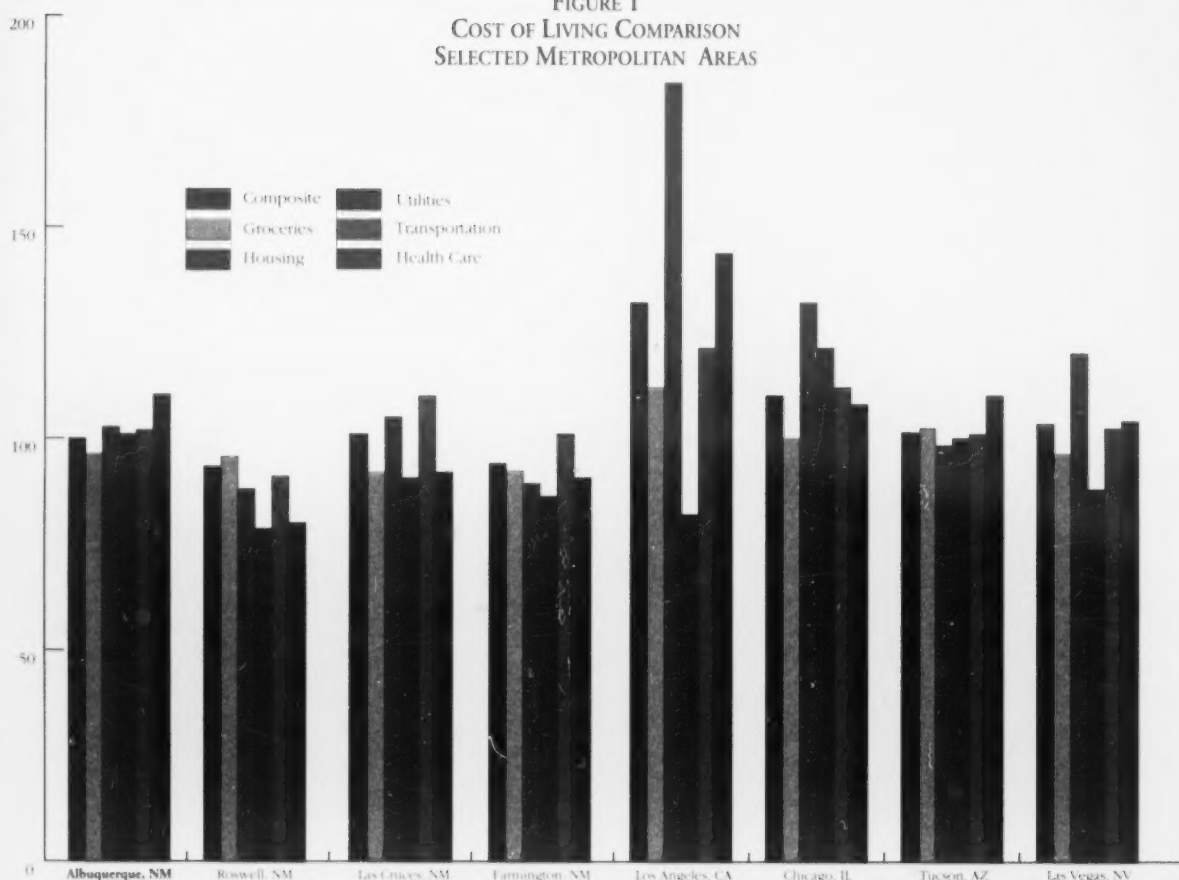
New Mexico's transportation system is not congested. The average commute time to work is a short 10 to 14 minutes.

New Mexico has room to grow. The land area of 121,335 square miles places New Mexico as the 5th largest state in the nation, but with only a 1.5 million population. There are wide-open spaces with room to breathe. There is also an abundant supply of industrial and commercial land.

New Mexico is one of four states using an equalization funding formula which distributes education funds equally to all children, regardless of the income average in their district.

New Mexico's scores on the Comprehensive Test of Basic Skills rank above the national average. Students also achieve higher than national average scores on the Scholastic Aptitude Test.

FIGURE 1
COST OF LIVING COMPARISON
SELECTED METROPOLITAN AREAS



Source: ACCRA, 4th Quarter, 1992

▼ HOUSING

• Style

Architectural style in New Mexico mirrors the cultural diversity of the area. The majority of houses are Pueblo-style with flat roofs and earthen exteriors or traditional one-story brick ranch houses with pitched roofs. Large territorial homes with Spanish-influenced tile roofs, courtyards, and stucco finish are found in the newer subdivisions.

• Availability

The 1990 Census counted 632,058 housing units in

New Mexico, a dramatic 25% increase during the 1980's, 9% above the nation's growth (see Figure 2).

New Mexico's 1990 owner-occupancy rate of 67.4% was higher than the national average of 64.2%. Owner-occupied units rose 22% during the decade and renter-occupied units rose 25%. However, homeowner and rental vacancy rates in New Mexico also increased in the 1980's. The homeowner vacancy rate rose from 2.1 to 2.3 percent and the rental vacancy rate rose from 11.0% to 11.4%, primarily due to new construction.

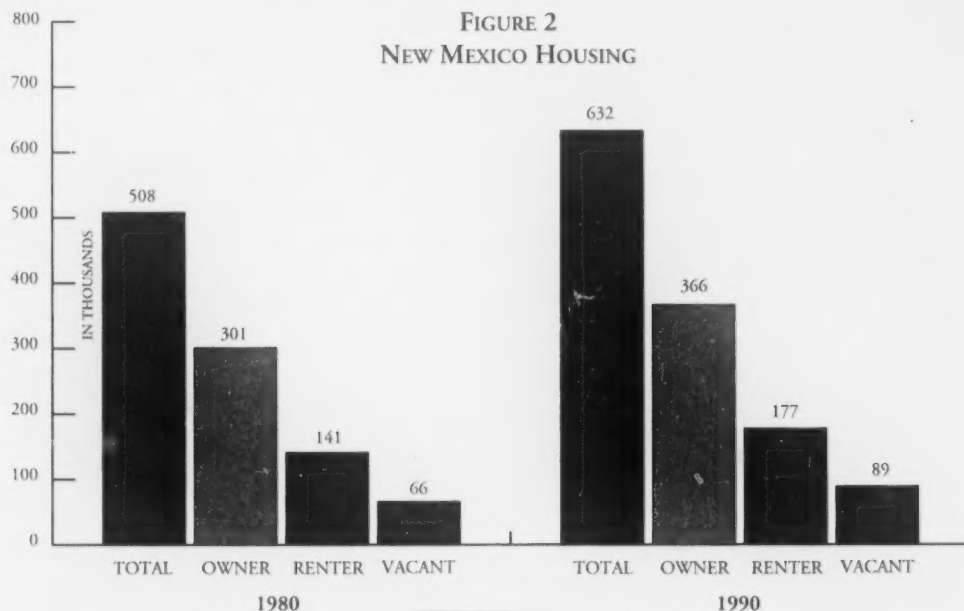
• Cost

The United States is tilting toward the Southwest in population growth, and many people assume that the shift

would result in over-priced housing. However, according to the *Places Rated Almanac*, the majority of high average price housing are found in places where houses have always been expensive — Honolulu, New York City (and its suburbs in

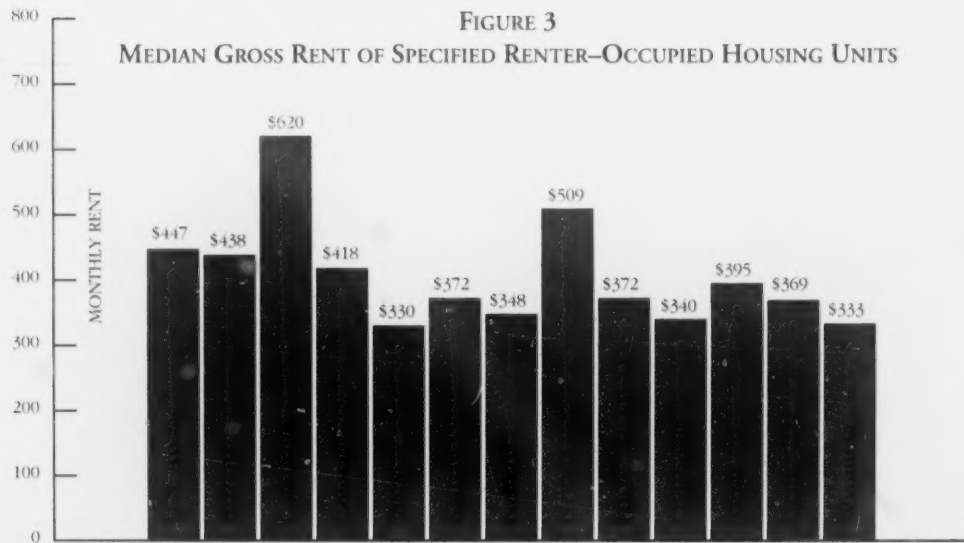
Connecticut and New Jersey), and the District of Columbia and its environs. They are also found in many of California's metropolitan areas, where construction had managed to keep pace with demand.

FIGURE 2
NEW MEXICO HOUSING



Source: U.S. Bureau of Census, 1990

FIGURE 3
MEDIAN GROSS RENT OF SPECIFIED RENTER-OCCUPIED HOUSING UNITS



Source: U.S. Bureau of Census, 1990

Housing costs in New Mexico were subject to slightly less inflation than in the nation. According to the Census Bureau, the median value of owner-occupied single-family houses in New Mexico was \$45,300 in 1980 and \$70,100 in 1990. Nationally, the median value was \$47,200 in 1980 and \$79,100 in 1990.

Apartments are available throughout New Mexico, and rental costs vary. The majority of apartments in the metropolitan areas are relatively new and offer several amenities, yet the average monthly rent in New Mexico is \$372. This compares favorably to the national average of \$447, making New Mexico a fair housing value (see Figure 3).

• Low Property Taxes

New Mexico ranked 50th in the nation for property taxes, according to a 1990 Census Bureau study. The nominal rate was \$218.50 compared to the national average of \$625.68. Moreover, it is unlikely that the property taxes will increase significantly because to do so requires an

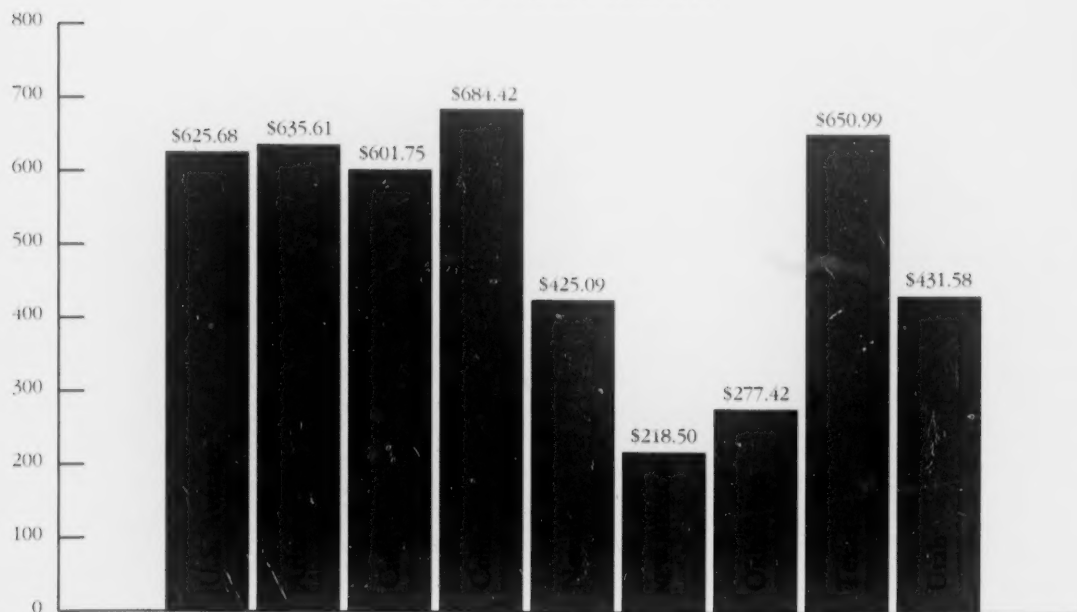
amendment of the state constitution, which entails a vote by the electorate (see Figure 4).

▼ HEALTHCARE

New Mexico has 60 hospitals with a total of 6,600 beds. The average hospital cost per day is \$734, slightly above the national average of \$687 (see Figure 5). New Mexico hospitals also serve portions of eastern Arizona, southern Colorado, and west Texas. Because the state's area of influence is so wide, the number of facilities and the extent of care available to local residents is much greater than that of most states its size.

Several of the hospitals and medical research and organizations have gained a national reputation for their innovative techniques, products and programs. Additionally, there are a variety of public and private clinics, psychiatric facilities, and urgent care centers serving the area's medical needs. A full range of other facilities and

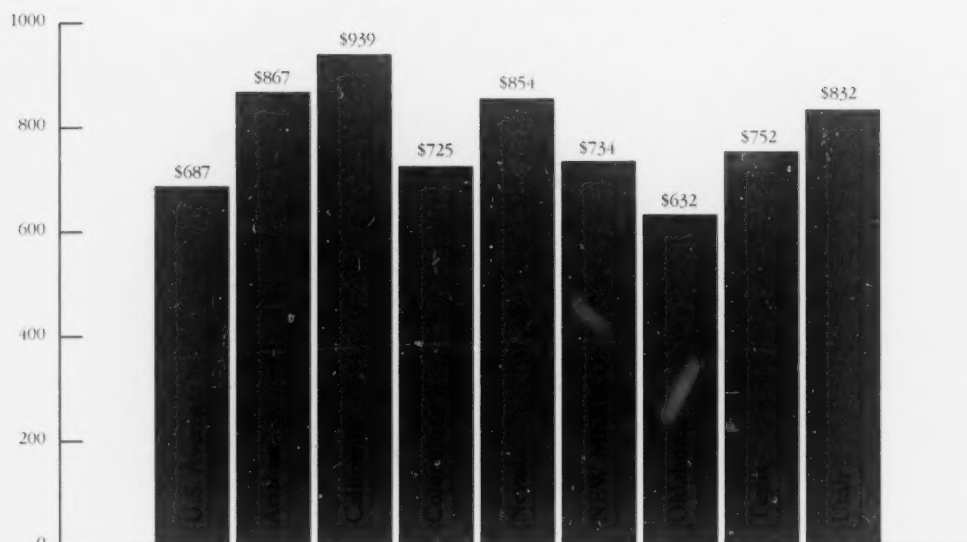
FIGURE 4
PER CAPITA PROPERTY TAXES 1990



Source: U.S. Bureau of Census

Note: Per capita amounts are based on population figures of the U.S. Population as of April 1, 1990 from the 1990 Decennial Census of Population and Housing. Per capita amounts are computed on the basis of amounts rounded to the nearest thousand.

FIGURE 5
HOSPITAL AVERAGE COST PER DAY



Source: American Hospital Association

services is also available, such as convalescent centers, nursing homes, and hospice care.

The local chapters of the American Medical Society, Osteopathic Medical Association, and American Board of Medical Specialties, as well as the major hospitals, offer free physician and surgeon referral services.

Health Maintenance Organizations

FHP of New Mexico
Lovelace
Presbyterian Health Plus
HMO New Mexico
QualMed-New Mexico Health Plan

▼ LIFESTYLE ADVANTAGES

New Mexicans are drawn to the beauty of the outdoors, confirming New Mexico's reputation as "The Land of Enchantment." A variety of natural, historic and cultural attractions make New Mexico a popular tourist destination.

There are two national parks and ten national monuments in New Mexico. The most famous of these is Carlsbad Caverns National Park, containing the largest underground caves and chambers ever discovered. The state

has eight national forests and grasslands and six national wildlife refuges. In addition to the federal facilities, the state operates more than fifty parks and monuments.

New Mexico has a wide variety of social and cultural events. Theater, music and dance are found in abundance in the metropolitan centers. Countless festivals celebrating Native American, Western and ethnic heritages draw people to pueblos and towns statewide. New Mexico's performing arts scene includes theater companies, opera, ballet, choral groups and the New Mexico Symphony Orchestra. In addition to these resident professional groups, the University of New Mexico and New Mexico State University provide excellent facilities for guest artists and touring theatrical and musical performances. Jazz and contemporary music ensembles perform regularly throughout the state.

The community of Santa Fe hosts the world-renowned Santa Fe Opera, the International Chamber Music Festival, the Desert Chorale, the Repertory Theater, and the Orchestra of Santa Fe.

The New Mexico Museum of National History, which opened in 1986, is the first museum of its kind to be built in the United States in over 50 years. It features a Dynamax theater and displays on volcanos, dinosaurs and indigenous local flora and fauna.

The nation's largest fair, in terms of attendance, is the New Mexico State Fair, held in Albuquerque during September. It hosts 16 days of parimutuel horse racing, PRCA rodeo, entertainment, livestock shows, a midway, Indian and Spanish villages and arts and crafts.

The annual spectacle of Albuquerque's International Balloon Fiesta attracted 1.4 million visitors in 1992. It's the largest balloon festival in the world and New Mexico is very proud to be the host.

Over 3,000 miles of rivers and streams and 138,000 surface acres of cold and warm water lakes make fishing a popular sport. Other recreational activities include hunting for elk, antelope and deer; hiking; backpacking; camping and off-road vehicle driving. There are 14 major ski areas in the state, most within a 3-hour drive from Albuquerque.

Amateur team sports include soccer, rugby, bowling, softball, baseball, basketball and football. Spectator sports include professional baseball and soccer, boxing and rodeo. Plus, university athletics offer 22 varsity sports. In New Mexico spectators can also enjoy quarterhorse and thoroughbred racing.

Outdoor pageants in New Mexico include *Anasazi: The Ancient Ones* in Farmington and *Billy the Kid* in the San Juan/Tucumcari area. In addition, Gallup annually hosts *The Inter-Tribal Indian Ceremonial*, Clovis hosts *Pioneer Days* and Roswell annually hosts *Spectacular Airshow*, to name just a few of the many events around the state.

▼ MAJOR ANNUAL EVENTS IN NEW MEXICO AND ATTENDANCE, 1992

EVENT	ATTENDANCE
Albuquerque Civic Light Opera.....	56,345
Albuquerque International Balloon Fiesta.....	1,400,000
Connie Mack World Series, Farmington.....	85,790
Inter-Tribal Indian Ceremonial, Red Rock State Park.....	27,182
Lovelace Duke City Marathon, Albuquerque.....	16,000
National Indian Rodeo Finals, Albuquerque.....	30,000
New Mexico Arts & Crafts Fair, Albuquerque.....	18,300
New Mexico State Fair, Albuquerque.....	1,400,000
New Mexico Symphony Orchestra Public Concert Events.....	64,800
Santa Fe Chamber Music Festival.....	17,296
Santa Fe Fiesta (Zozobra night only).....	26,107
Santa Fe Opera.....	73,704
Spectacular Air Show New Mexico, Roswell.....	25,000

Source: Promotional offices of each event.

▼ NEW MEXICO CALENDAR OF EVENTS

JANUARY

Torchlight Parades and Fireworks, Angel Fire
New Year's Eve Festivities, Jazz Legends and Dances, Taos
UNM Corporate Cup, Angel Fire
Taos Winter Wine Festival, Taos

FEBRUARY

Mount Taylor Winter Quadrathlon, Grants
Chama Chili Classic, Chama
Governor's Feast Day, Acoma
Snowball Softball Tournament, White Rock
Winter Arts Festival, Silver City
Ski & Tee, Rio Rancho
Red Desert Social and Art Show, Glenwood
Mardi Gras in the Mountains, Red River
Arts and Crafts Carnival, Anthony

MARCH

Connoisseur Classic, Ruidoso
5-K, 10-K and One-Mile Run/Walk, Alamogordo
Pecos Valley Motorsports Show, Artesia
Great Overland Windsail Races, Lordsburg
Quay County Jamboree, Tucumcari
Snow Carnival, Snow Canyon
Rockhound Roundup, Deming
St. Patrick's Day events, Los Lunas, Albuquerque,
Cloudcroft

APRIL

ArtFaire '93, Roswell
Spring Style Show and Dinosaur Days, Clayton
Renaissance Faire, Silver City
Farmington Pro Rodeo, between Farmington
and Bloomfield
Old West Gun Show, Deming
American Indian Week, Albuquerque
Gathering of Nations Pow Wow, Albuquerque
Annual Fiesta, Truth or Consequences
Trinity Site tour, White Sands Missile Range

MAY

Cinco de Mayo Celebrations, throughout the state
Rose Festival, Tularosa
Casi Chile Cookoff, Fort Sumner

▼ NEW MEXICO CALENDAR OF EVENTS

MAY (continued)

Santa Rosa Days, Santa Rosa
Arts and Crafts Spring Show, Lovington
Fiesta de Santa Cruz de las Canada, Espanola
Shiprock Marathon and Relays, Farmington
Gem and Mineral Show, Carlsbad
Mud Race, Las Vegas
Springfest, Rio Rancho
Heritage Days Celebration, Portales
Cumbres and Toltec Scenic Railroad-Opening Day, Chama
Southwest Jamboree, Lordsburg
Mesilla Valley Wine Festival, Las Cruces
Pioneer Days Soccer Tournament, Clovis
Memorial Day Festivals, Angel Fire, Madrid,
Springer, Columbus

JUNE

Rio Valley Arts and Crafts Fair, Belen
San Antonio Fiesta, Los Lunas
Rio Arriba County 4-H/FFA Fair and Horse Show,
Espanola
PiñataFest '93, Roswell
Bike Classic, Alamogordo
Billy the Kid Tombstone Races, Fort Sumner
Full Moon Night, White Sands National Monument
Rio Arriba County Rodeo, Espanola
Bluegrass Festival, Cloudcroft
New Mexico Arts and Crafts Fair, Albuquerque
New Mexico Jazz and Blues Ensembles, Madrid
Wild Wild West Pro Rodeo, Madrid
Southeastern New Mexico Invitational Pro-Am Golf
Tournament, Hobbs
Farmington Trade Days, Farmington
Aztec Fiesta Days, Aztec
Art-A-Fair, Carlsbad
Arts and Crafts Fair, Deming
Chama Valley Music Festival, Chama
Vietnam Veterans' Memorial Bike Tour, Eagle Nest
Los Alamos 50th Anniversary Celebration, Los Alamos
San Antonio Fiesta, Socorro
Navajo Days Powwow, Cuba
Santa Fe Wine Festival, Santa Fe
Piñata Festival and Lion's Club Rodeo, Tucumcari
Annual PRCA and WRPA Rodeo, Raton
San Juan Fiesta, Tortugas

JULY

Firework displays and Fourth of July celebrations,
throughout the state
Artesia Pride Day, Artesia
Wild West Days, Grants
Little Beaver Roundup, Dulce
Frontier Days, Hobbs
Ruidoso Art Festival, Ruidoso
High-Country Arts Festival, Eagle Nest
Raton Summer Run and Bike Tour, Raton

AUGUST

Inter-Tribal Indian Ceremonial, Gallup
Valencia County Fair and Parade, Belen
San Miguel County Fair, Las Vegas
All-American Festival, Ruidoso
Union County Fair, Clayton
Eddy County Fair, Artesia
Roosevelt County Fair, Portales
Los Alamos Fair and Rodeo, Los Alamos
Chama Days, Chama
Old Lincoln Days, Lincoln
Bat Flight Breakfast, Carlsbad Caverns
Great American Duck Races, Deming

SEPTEMBER

Hatch Chile Festival, Hatch
Taos Chile Cookoff, Taos
Velarde Apple Festival, Velarde
Socorro County Fair and Rodeo, Socorro
San Miguel Fiesta, San Miguel
Fiesta de Cuba, Cuba
New Mexico Vine and Wine Festival, Bernalillo
Cottonwood Festival, Alamogordo
New Mexico State Fair and Rodeo, Albuquerque
Founders' Day Celebration, Aztec
Southern New Mexico State Fair Rodeo, Las Cruces
Native American Days, Farmington

OCTOBER

Whole Enchilada Fiesta, Las Cruces
Espanola Valley Arts Festival, Espanola
Southwestern New Mexico State Fair, Deming
Eastern New Mexico State Fair, Roswell
Kodak Albuquerque International Balloon Fiesta,
Albuquerque
Columbus Day Festival, Columbus

▼ NEW MEXICO CALENDAR OF EVENTS

OCTOBER(*continued*)

Cliff-Gila-Grant County Fair, Gila
Shiprock Fair, Shiprock
Trinity Site tour, White Sands Missile Range

NOVEMBER

Weems Artfest, Albuquerque
Southeastern New Mexico Arts and Crafts Festival,
Lovington
Renaissance Arts and Crafts Fair, Las Cruces
Holiday Arts and Crafts Fair, Farmington

DECEMBER

Las Posadas, Albuquerque
Sundown Torchlight Procession of the Virgin, Taos Pueblo
Electric Light Parade, Las Vegas
Christmas at the Palace of the Governors, Santa Fe
Red Rock Balloon Rally, Gallup
Yuletide in Taos, Taos
Christmas Parade, Alamogordo and Tucumcari
Christmas Fiesta, Columbus
Lighting of Ashley Pond, Los Alamos

BUSINESS
ASSISTANCE
AND
FINANCE

BUSINESS ASSISTANCE
AND FINANCE

BUSINESS ASSISTANCE AND FINANCE

Financing is one of the most critical considerations associated with business relocation or expansion. It is the public policy of the State of New Mexico to encourage business development by providing a supportive climate for economic growth. New Mexico offers numerous enticements to relocating or expanding businesses by providing business and financial assistance such as tax exemptions, credits, and incentives.

The New Mexico Economic Development Department has implemented techniques to simplify business development funding. The Department is staffed with professionals who provide counseling in business development and expansion, industrial recruitment, community assistance, technology innovation and commercialization, international trade development, film industry assistance, economic research and housing rehabilitation. These services are available to communities throughout the state, new and expanding businesses and industry. The Department also holds seminars on topics such as financing and exporting.

The "One-Stop Shop", a computerized electronic bulletin board, provides businesses with valuable information on New Mexico and the programs of the State Economic Development Department.

The "One-Stop Shop" consists of the following on-line computer data:



- Regulatory Environment Bulletin Board – REBB
- NM Statistics, Profiles and Directories
- Industrial Parks
- Business Assistance and Financing Programs
- Small Business Information

The "One-Stop Shop" computer can be accessed 24 hours a day, using the computer modem numbers: local (Santa Fe) (505) 827-0285, or toll-free 1-800-765-0285. The Economic Development Department is open from 8 a.m. to 5 p.m. and can be reached at (505) 827-0300. In order to use the one-on-one communication system, the users must call between 8 a.m. and 5 p.m., Mountain Standard Time.

The Department's address is:
New Mexico Economic Development Department
Joseph Montoya Building
1100 St. Francis Drive
Santa Fe, New Mexico 87503
800-374-3061

▼ GOVERNMENT FUNDED TRAINING

Job training and education programs have had a tremendous impact on the development of our workforce and its ability to respond to the demands of businesses throughout New Mexico. New Mexico has risen to the challenge of competing in a global economy by enhancing and developing workers' skills. New Mexico workers are able to develop essential skills through on-the-job training, classroom training and work experience programs. New Mexico has two cost-sharing training programs to assist companies locating in the state.

Local economic development organizations, in conjunction with the State Economic Development Department and the State Department of Labor, can assist a company in accessing these programs.

▼ JOB TRAINING PARTNERSHIP ACT (JTPA)

New Mexico's ability to compete in a global economy depends on quality education and the continued training of our labor force. The federal Job Training Partnership Act (JTPA) provides classroom and on-the-job training to economically disadvantaged individuals, older workers and dislocated workers.

The partnerships JTPA supports between business and government result in real dollar savings by providing free placement of competent trainees to meet the employment needs of business.

The cost of recruiting, screening and testing of applicants is borne by the Local Service Center of the New Mexico Department of Labor.

The state's post-secondary educational institutions offer facilities, equipment and appropriate machinery for utilization in the training programs.

Participants in on-the-job training are considered employees of the company. Participants in classroom training (pre-employment) are not employees of the company.

REIMBURSABLE PROGRAM TRAINING COSTS:

- A. Participants' wages for on-the-job training (up to 1,040 hours) 50%
- B. Supportive services for training participants, i.e., assistance for travel, child care and subsistence allowance 100%
- C. Targeted Jobs Tax Credit (TJTC) to employer for federal tax relief equal to 40% of the first \$6,000 of the participant's wages during the first year of employment for a maximum credit of \$2,400 per employee. Participant must meet federal qualifications.

Economically and academically disadvantaged youth and adults benefit from JTPA educational and vocational programs. Under Title II-A, adults and youth can receive on-the-job and classroom training year-round. Title II-B provides summer youth employment and training programs. Under the Economic Dislocated Worker Adjustment Assistance program (Title III), training, basic readjustment and supportive services are offered to dislocated workers, long-term unemployed and individuals who have received notice of layoff.

• On-the-Job Training (OJT)

Trainees are placed in full-time jobs to acquire skills and prepare for the job market while earning wages.

• Classroom Training (CRT)

Technical/Vocational, proprietary schools, colleges and universities offer classroom training to JTPA participants to help them improve their basic skills, obtain a high school diploma, or specialize in vocational or other occupational training.

• Customized Training

Classroom and on-the-job training may be combined to develop a customized training program to respond to industry requirements.

• Summer Youth Employment and Training Programs

Youth between the ages of 14-21 receive work experience,

enhance their basic education abilities and earn wages to help them through the school year.

• Save up to 50% of payroll costs

An employer participating in on-the-job training programs may realize up to 50% of trainees' wages for up to six months during the training period.

• Tailor training to fit your business' needs

Customized classroom or on-the-job training programs may be designed to meet the occupational training requirements of an employer.

• Qualify for Tax Credits

Employers who retain JTPA trainees as permanent employees qualify for tax credits up to 40% of the first \$6,000 in wages amounting to a maximum of \$2,400 through the Targeted Jobs Tax Credit program.

• Receive free professional employment and placement services

Employment and training specialists recruit and screen eligible trainees to match their interests and aptitudes with specific occupations and industries.

• Gain long-term productive employees

The increased productivity of a well-trained worker becomes a valuable asset to the company or agency and reduces turnover rates, benefiting the employer, employee and ultimately, the economic base of New Mexico.

▼ IN-PLANT TRAINING PROGRAM

Sponsored by the State of New Mexico, the New Mexico In-Plant Training Program provides both pre-employment (classroom) and on-the-job training similar to the JTPA program, but it is not restricted to economically disadvantaged individuals.

This program places an emphasis on industries which manufacture or assemble a product. Under some circumstances, assistance can be provided to non-retail businesses in the service sector. The principal factor in evaluating proposals from service sector businesses is the extent to which the service provided by the company will be exported to other states or will reduce the need for importing a service to New Mexico.

The company has sole authority in the final selection of trainees and employees.

MINIMUM REIMBURSABLE PROGRAM TRAINING COSTS:

- | | |
|---|----------|
| A. On-the-job participants hourly wages (up to 1,040 hours) | 50% |
| B. Company and educational institution trainers' wages | 100% |
| C. Outside or consultant trainers' wages | 50% |
| D. Travel and lodging costs of trainers | 50%-100% |
| E. Instructional materials | 50%-100% |
| F. Rental of training facilities if not available at junior colleges or post-secondary institutions | 50%-100% |

Certain restrictions apply:

- A. Training applicants must be U.S. citizens and residents of New Mexico for a minimum of one year.
- B. Trainees must be guaranteed full-time, year-round employment with the company upon successful completion of training.
- C. At the close of the project, the company will arrange a compliance audit with an independent accounting firm.
- D. The In-Plant Training Board uses the *Dictionary of Occupational Titles and Specific Vocational Program (SVP)* as the guide in the establishment of training hours for a job classification. If a request is outside the DOT/SVP guide in training hours, then the following wage scale would be used in place of the DOT/SVP guide as follows:
 - a. \$4.35 to \$6.49 per hour = 500 hours training
 - b. \$6.50 to \$8.99 per hour = 750 hours training
 - c. \$9.00 plus per hour = 1,040 hours training

If a conflict occurs between the wage scale and the DOT/SVP guide, then the training hours approved would be the lesser of the two, but in no case greater than the DOT/SVP guide.

▼ TARGETED JOBS TAX CREDIT (TJTC)

The Targeted Jobs Tax Credit (TJTC) program represents a tax credit for employers who hire qualified applicants who are eligible and vouchered for the TJTC program. (See A-J in Section 51(d)(1) of the Internal Revenue Code.) Under this program, an employer may claim a tax credit equal to 40% of the first \$6,000 in wages paid to the worker during the first year of employment for a maximum credit of \$2,400 per employee. For economically disadvantaged summer youth, employers may claim a tax credit equal to 40% of the first \$3,000 in wages for a maximum credit of \$1,200 per employee.

Under the provisions of the Tax Reform Act of 1986, when claiming the TJTC, employers must attest to the IRS that each targeted group member was employed by the employer for either 90 days, or performed 120 hours of work. (14 days or 20 hours of work are required in the case of summer youth employees.) An employer takes the TJTC tax credit by completing IRS Form 5884, "JOBS CREDIT," and attaching it to the Income Tax Return.

▼ ALBUQUERQUE AND RIO RANCHO FOREIGN TRADE ZONE (FTZ)

The Albuquerque and the Rio Rancho Foreign Trade Zones (FTZ) are central to the business districts and distribution facilities of both cities. The FTZ, a secured area technically considered to be outside the country, aids companies conducting international business by cutting the cost of trade transactions through the deferment and reduction of import taxes. Although it has received foreign trade zone status, the Albuquerque FTZ is just in the process of being activated with two active subzones. The Rio Rancho FTZ is pending approval.

Merchandise entering a Foreign Trade Zone does not go through a formal customs entry unless exported into the U.S. market, does not pay customs duties or government excise taxes, is exempt from the thorough examination process, and is not subject to U.S. quota restrictions.

▼ INVESTMENT CREDIT

New Mexico provides an investment credit to be used against other gross receipt taxes due on employee withholding. The credit amounts to 5% of the value of the equipment and machinery used for manufacturing. The act

requires at least one full-time employee for each \$250,000 of investment up to \$2 million; each \$500,000 of investment from \$2 million to \$30 million; and each \$1 million of investment over \$30 million.

▼ TAX ABATEMENT

New Mexico communities may abate all property taxes on a plant location or expansion for 20 years up to a maximum of 30 years. The abatement covers land, buildings, and equipment. Additionally, the state's portion of the gross receipts tax may also be abated (currently 5% of the value of machinery and equipment for the plant). At the end of the abatement period, the company can expect to pay the 49th lowest property taxes in the nation.

▼ FINANCING

Various financial resources are available to the private business community for new business development, expansion, and relocation. These programs are subsidized by the state, U.S. government, and local agencies.

▼ ECONOMIC DEVELOPMENT FINANCE PROGRAMS

STATE

1. **New Mexico Severance Tax Loan Program:** New Mexico will loan up to \$20 million for 20 years at .5 to 1% over the comparable T-bill rate of the same amount and time. The loan could be structured as interest only for the 20 years, with a balloon payment at the end. A company must qualify for the loan one of two ways: A rating by Moody's or Standard & Poor's of at least "BAA" or better or; provide an irrevocable letter of credit from a financial source rated at least "A" or better. The amortization schedule as well as the interest rate over T-bill is negotiable with the State Investment Council, which is the funding source.
2. **Development Revolving Loan Fund:** The revolving loan fund enables political subdivisions within New Mexico to construct or implement projects necessary to encourage the location of industry. Eligible uses of revolving loan funds include infrastructure improvements, acquisition of property, construction, reconstruction, rehabilitation or installation of public facilities, site improvements and utilities, commercial

or industrial buildings or structures and other commercial or industrial real property improvements for start-up or expanding businesses.

Administrator: New Mexico State
Economic Development Department
Joseph Montoya Building
1100 St. Francis Drive
Santa Fe, NM 87503
(505) 827-0300 or 1-800-374-3061

3. **New Mexico Financial Institutions Certificate of Deposit Program:** Severance Tax Permanent Funds and General Funds are deposited in qualified financial institutions allowing liquidity for fixed asset, long term financing at a fixed interest rate.

Administrator: New Mexico State Investment Council
2025 S. Pacheco Street
Suite 203, Building A, 2nd Floor
Santa Fe, NM 87505
(505) 827-6226

4. **Investment in Participation Interests in New Mexico Real Property-Related Business Loans:** Severance Tax Permanent Fund investment in participations of up to 80% in loans by financial institutions to start-up or expanding businesses. Eligible uses of funds include the purchase of land and attached buildings, and refinancing existing debt if the loan is for expansion purposes.

Administrator: New Mexico State Investment Council
2025 S. Pacheco Street
Suite 203, Building A, 2nd Floor
Santa Fe, NM 87505
(505) 827-6226

5. **New Mexico Venture Capital Investment:** Severance Tax Permanent Fund investment in partnerships or corporations to provide significant capital appreciation and additional diversification. Capital is provided for start-up, expansion, new product development or similar business purposes.

Administrator: New Mexico State Investment Council
2025 S. Pacheco Street
Suite 203, Building A, 2nd Floor
Santa Fe, NM 87505
(505) 827-6226

6. **Purchases of Small Business Administration or Farmers Home Administration Obligations:** The Severance Tax Permanent Fund is invested in the guaranteed portion of notes or obligations securing loans to businesses by financial institutions.

Administrator: New Mexico State Investment Council
2025 S. Pacheco Street
Suite 203, Building A, 2nd Floor
Santa Fe, NM 87505
(505) 827-6226

7. **New Mexico Business Investments in Bonds:** The Severance Tax Permanent Fund is invested in bonds, notes, debentures or other evidence of indebtedness, rated not less than BAA or BBB, for business start-up or expansion.

Administrator: New Mexico State Investment Council
2025 S. Pacheco Street
Suite 203, Building A, 2nd Floor
Santa Fe, NM 87505
(505) 827-6226

8. **Community Development Block Grant Program, Economic Development Set-aside:** Loan fund provided to start-up and expanding businesses who agree to hire low and moderate income people. Eligible uses of funds include real estate, fixed assets and working capital.

Administrator: Department of Finance and Administration
Bataan Memorial Building
Room 201
Santa Fe, NM 87503
(505) 827-4950

9. **27J Exemption:** This exemption of some regulatory requirements is designed to help small businesses to raise funds in the capital marketplace.

Administrator: Regulation and Licensing Department
725 St. Michaels Drive
Santa Fe, NM 87501
(505) 827-7140

▼ ECONOMIC DEVELOPMENT FINANCE PROGRAMS

FEDERAL

1. **7(a) Loan Program:** This Small Business Administration guarantee of loans is made by financial institutions to start-up and expanding businesses. Eligible uses of funds include real estate, fixed assets and working capital.

Administrator: Small Business Administration
625 Silver SW
Suite 320
Albuquerque, NM 87102
(505) 766-1850

2. **502 Loan Program:** The Small Business Administration guarantees loans made by local financial institutions to expanding businesses primarily in rural areas. Eligible uses of funds include real estate and fixed assets.

Administrator:
Enchantment Land Certified Development Company
625 Silver SW
Suite 315
Albuquerque, NM 87102
(505) 843-9232

3. **504 Loan Program:** This program provides long term, low down payment financing for small and medium expanding businesses. Funding is provided by a combination of owner equity, bank financing and the sales of Small Business Administration guaranteed debentures. Eligible uses of funds include real estate and fixed assets.

Administrator:
Enchantment Land Certified Development Company
625 Silver SW
Suite 315
Albuquerque, NM 87102
(505) 843-9232

4. **Business and Industrial Loan Program:** The Farmers Home Administration guarantees loans made by financial institutions to start-up and expanding businesses in rural areas. Eligible uses of funds include real estate, fixed assets, working capital and pollution control.

Administrator: Farmers Home Administration
Federal Building
517 Gold Avenue SW, Room 3414
Albuquerque, NM 87102.
(505) 766-2462 or (505) 766-2463

5. **Public Works and Development Facilities Program:** The Economic Development Administration provides grants to assist distressed communities in attracting new industry, encouraging business expansion, diversifying their economies and generating long-term, private sector jobs. Eligible applicants include state agencies, Indian tribes, special-purpose units of government and non-profit organizations. Eligible activities include construction of water and sewer facilities, access roads, port improvements and business incubator buildings.

Administrator: Economic Development Administration
Main Post Office Building, 2nd Floor
Santa Fe, NM 87501
(505) 988-6557

6. **Economic Adjustment (Title IX) Program, Long-Term Economic Deterioration Component:** The Federal Economic Development Administration provides grants to establish or expand revolving loan funds in depressed areas. Eligible applicants include state agencies, Indian tribes, designated EDA redevelopment areas, non-profit organizations representative of EDA redevelopment areas and economic development districts. In conjunction with private lenders, grantees make fixed asset and working capital loans to start-up and expanding area businesses.

Administrator: Economic Development Administration
Main Post Office Building, 2nd Floor
Santa Fe, NM 87501
(505) 988-6557

7. **Economic Adjustment (Title IX) Program, Sudden and Severe Economic Dislocation Component:** The Federal Economic Development Administration provides grants to assist with the development and implementation of local economic adjustment strategies. These adjustment strategies are designed to anticipate and prevent economic dislocation or reestablish employment opportunities after a dislocation occurs.

Eligible applicants include state agencies, Indian tribes, designated EDA redevelopment areas, non-profit organizations representing redevelopment areas and economic development districts. Eligible activities include construction of public facilities, business loans and technical or management assistance.

Administrator: Economic Development Administration
Main Post Office Building, 2nd Floor
Santa Fe, NM 87501
(505) 988-6557

8. **Planning Program for State and Urban Areas:** The Economic Development Administration provides grants to economically depressed areas, assisting significant new economic development planning, policy-making and implementation efforts. Eligible applicants include states, cities and urban counties with populations of 35,000 to 500,000. Eligible activities include financing of administrative expenses involved in carrying out economic planning and implementation.

Administrator: Economic Development Administration
Main Post Office Building, 2nd Floor
Santa Fe, NM 87501
(505) 988-6557

9. **Local Technical Assistance Program:** The Economic Development Administration provides grants and arranges cooperative agreements to assist in the successful initiation and implementation of efforts to alleviate economic distress. Eligible applicants include state and local governments, Indian tribes, regional agencies, educational institutions, private individuals, partnerships, firms and corporations. Eligible activities include feasibility studies, natural resource development assistance and export promotion activities.

Administrator: Economic Development Administration
Main Post Office Building, 2nd Floor
Santa Fe, NM 87501
(505) 988-6557

10. **University Center Program:** The Economic Development Administration provides grants and arranges cooperative agreements to provide seed money for colleges and universities to establish and implement

economic development programs to benefit distressed areas. Funds must be used to provide technical assistance not available from other sources.

Administrator: Economic Development Administration
Main Post Office Building, 2nd Floor
Santa Fe, NM 87501
(505) 988-6557

11. **Research and Evaluation Program:** The Economic Development Administration provides grants and arranges cooperative agreements to support studies that will increase knowledge about the causes of economic distress and approaches to alleviating such problems. Eligible applicants include private individuals, partnerships, corporations, associations, colleges and universities.

Administrator: Economic Development Administration
Main Post Office Building, 2nd Floor
Santa Fe, NM 87501
(505) 988-6557

12. **Business Loan Guarantee Program:** The Economic Development Administration guarantees loans made by financial institutions to start-up and expanding businesses in distressed areas. Loan proceeds may be used for real estate, fixed assets and working capital.

Administrator: Economic Development Administration
Main Post Office Building, 2nd Floor
Santa Fe, NM 87501
(505) 988-6557

13. **Navajo Nation Division of Economic Development:** The Navajo Nation provides packaging for loans available through tribal funds, Bureau of Indian Affairs grants and financial institutions.

Administrator: Navajo Nation Division of
Economic Development
P.O. Box 663
Window Rock, AZ 86515
(602) 871-6486

14. **BIA Direct Loan Program:** The Bureau of Indian Affairs provides loans to eligible Tribal and individual Indian enterprises which are located on or near

Indian reservations. If located near a reservation, the business must make an economic contribution to that reservation.

Administrator: Bureau of Indian Affairs
P.O. Box 26567
Albuquerque, NM 87125-6567
(505) 766-3156

15. **BIA Guaranteed Loan Program:** The Bureau of Indian Affairs provides loans to eligible Tribal or individual Indian enterprises. BIA requires that applicant have 20% equity in the form of cash or unencumbered assets to be used in the proposed business.

Administrator: Bureau of Indian Affairs
P.O. Box 26567
Albuquerque, NM 87125-6567
(505) 766-3156

▼ ECONOMIC DEVELOPMENT FINANCE PROGRAMS

LOCAL

1. **Albuquerque Development Capital:** The Department of Housing and Urban Development funds of loan guarantees and interest rate supplements.

Administrator: Albuquerque Development Capital
700 Fourth Street SW, Suite A
Albuquerque, NM 87102
(505) 764-1730

2. **Business Consortium Fund:** This organization provides contract financing through local financial institutions to ethnic minority businesses.

Administrator: Rio Grande Minority Purchasing Council
5000 Marble Avenue NE, Suite 108
Albuquerque, NM 87110
(505) 265-7677

3. **Cibola Foundation:** The Foundation provides interest buy-downs, loan guarantees, land grants and other financial assistance to qualified manufacturing and processing businesses located or willing to locate in Cibola County.

Administrator: Cibola Foundation
P.O. Box 270
Grants, NM 87020
(505) 287-4482

4. **Milagro Fund:** The Fund facilitates problem identification, identifies or provides training in community organizing, business skills and production techniques, and provides small loans and grants. Funds are available to Native American and Hispanic communities providing economic development opportunities which utilize natural resources, involves small-scale growers or producers, strengthens traditional skills in agriculture and production and defends land and water rights.

Administrator: New Mexico Community Foundation
P.O. Box 149
Santa Fe, NM 87504
(505) 982-9521

5. **New Mexico Community Development Loan Fund:** This lender of last resort provides loans to businesses and organizations that have tangible benefits for low income people. Rates and terms vary according to project requirements.

Administrator: New Mexico
Community Development Loan Fund
P.O. Box 4979
Albuquerque, NM 87196
(505) 243-3196

6. **Title IX Revolving Loan Fund:** This revolving loan fund assists small businesses located in targeted counties that develop, manufacture or assemble goods using local labor. Eligible uses of loan funds include real estate, fixed assets and working capital.

Administrator: New Mexico Industry
Development Corporation
1009 Bradbury Drive NE
Albuquerque, NM 87106
(505) 246-6000

7. **NCNMEDD Revolving Loan Fund:** This revolving loan fund assists small businesses in targeted counties in

North Central New Mexico. Eligible uses of loan funds include long-term fixed asset financing and short-term working capital.

Administrator: North Central New Mexico
Economic Development District
P.O. Box 5115
Santa Fe, NM 87502
(505) 827-7313

8. **Santa Fe Small Business Development Center:** This SBDC guarantees loans made by financial institutions for qualified start-up and expanding businesses that create jobs for low and moderate income people in the City of Santa Fe.

Administrator: Small Business Development Center
P.O. Box 4187
Santa Fe, NM 87502-4187
(505) 438-1343

9. **Small Business Innovation Research Program:** This program awards contracts to small, for-profit businesses that are able to respond to specific federal governmental research and development needs. Contracts are awarded in phases to fund evaluation and analysis, further research and development and commercialization.

Administrator: Los Alamos
Small Business Development Center
P.O. Box 715
Los Alamos, NM 87544
(505) 662-0001

10. **Small Business Investment Companies (SBIC) Minority Enterprise Small Business Investment Companies (MESBIC):** These privately owned and managed investment firms, chartered by the Small Business Administration, provide debt and equity capital to start-up small, independent businesses. Criteria and size of investment vary from one firm to another.

Administrator: Albuquerque SBIC
P.O. Box 487
Albuquerque, NM 87103
(505) 247-0145

New Mexico affords numerous financing programs for new business development, expansion and relocation.

FIGURE 1
FINANCE PROGRAMS

<u>PROGRAM</u>	<u>ADMINISTERED BY</u>	<u>ST.</u>	<u>FED.</u>	<u>LOC.</u>	<u>AMOUNT</u>	<u>DESCRIPTION</u>
Development Revolving Loan Fund	Economic Development Dept.	X			\$250,000 Maximum	Loan
New Mexico Financial Institutions Certificate of Deposit Program	State Investment Council	X			\$100,000 Maximum	Differential Rate Investment
Investment Participation Interests in New Mexico Real Property-Related Business Loans	State Investment Council	X			\$2,000,000 Maximum	Loan Participation
New Mexico Venture Capital Investment	State Investment Council	X			\$6,000,000	Equity Financing
Purchases of SBA/FmHA Obligations	State Investment Council	X			\$750,000	Secondary Market
New Mexico Bus. Investments in Bonds	State Investment Council	X			\$20,000,000	Bond Financing
CDBG Program, ED Set-aside	Dept. of Finance & Admin.		X		\$400,000	Loan
27J Exemption	Regulation & Licensing Dept.	X			\$1,500,000	Regulation Exemption
7(a) Loan Program	Small Business Admin.		X		\$750,000	Loan Guarantee
SBA 502	Enchantment Land CDC		X		\$2,500,000	Loan Guarantee
SBA 504	Enchantment Land CDC		X		\$1,875,000	Loan
Business & Industrial Loan Program	Farmers Home Admin.		X		\$10,000,000	Loan Guarantee
Public Works and Development Facilities	Economic Dev. Admin.		X		Fluctuates	Grant
Economic Adjustment Title IX (LTED)	Economic Dev. Admin.		X		Fluctuates	Grant
Economic Adjustment Title IX (SSED)	Economic Dev. Admin.		X		Fluctuates	Grant
Planning Program for States/Urban Areas	Economic Dev. Admin.		X		\$200,000	Grant
Local Technical Assistance Program	Economic Dev. Admin.		X		\$25,000	Grant & Co-Op

FIGURE 1
FINANCE PROGRAMS CONTINUED

<u>PROGRAM</u>	<u>ADMINISTERED BY</u>	<u>ST.</u>	<u>FED.</u>	<u>LOC.</u>	<u>AMOUNT</u>	<u>DESCRIPTION</u>
University Center Program	Economic Dev. Admin.		X		\$122,000	Grant & Co-Op
Research & Evaluation Program	Economic Dev. Admin.		X		Fluctuates	Grant & Co-Op Agreement
Business Loan Guarantee	Economic Dev. Admin.		X		Fluctuates	Loan Guarantee
Navajo Nation Division of ED	Navajo Nation Div. of ED			X	N/A	Loan Packaging
BIA Direct Loan Program	BIA		X		Fluctuates	Loan
BIA Guaranteed Loan Program	BIA		X		Fluctuates	Loan Guarantee
Albuquerque Dev. Capital	Albuquerque Dev. Capital		X		Varies	Loan Guarantee & Direct Loan
Business Consortium Fund	Rio Grande Minority Purchasing Council			X	N/A	Contract Financing
Cibola Foundation	Cibola Foundation			X	Varies	Loan Guarantee
Milagro Fund	NM Community Foundation			X	Varies	Loan & Grant
NM Community Dev. Loan Fund	NM Community Dev. Loan Fund		X	X	\$30,000	Loan
Title IX Revolving Loan Fund	NM Industry Dev. Corp.		X	X	\$50,000	Loan
NCNMEDD Revolving Loan Fund	No. Cen. NM ED District	X	X		\$100,000	Loan
Santa Fe Sm. Bus. Dev. Program	Santa Fe Sm. Bus. Dev. Center		X		\$50,000	Loan Guarantee
Sm. Bus. Innovation Research Program	Los Alamos Sm. Bus. Dev. Center		X		\$550,000	Government R&D Contract
Albuquerque Sm. Bus. Investment Company	Albuquerque Sm. Bus. Investment Company		X	X	\$250,000	Equity Financing
Women's Economic Self Sufficiency Team	Women's Economic Self Sufficiency Team		X	X	\$5,000	Loan

11. **Women's Economic Self-Sufficiency Team (WESST Corp.) Loan Fund:** WESST Corp. provides management and technical training as well as small loans to qualified start-up and expanding businesses owned by women, with an emphasis on low income, unemployed and underemployed women. Eligible uses of funds include real estate, fixed assets and working capital.

Administrator: Women's Economic
Self-Sufficiency Team, Inc.
414 Silver SW
Albuquerque, NM 87102-3239
(505) 848-4760

TAXATION

TAXATION

New Mexico creates a favorable tax environment for business by providing a number of tax exemptions, credits, and incentives for corporations moving into the state.

- All wholesale sales are deductible for the purpose of calculating gross receipts (sales) tax with the proper documentation.
- Business inventories, property in transit through the state to a destination outside the state, and property from outside the state consigned to a warehouse for delivery outside the state are exempt from taxation.
- A manufacturing operation may receive an investment credit against gross receipts (sales) tax, compensating (use) tax, or withholding tax for the installation of manufacturing machinery or for equipment used in a new manufacturing operation. The credit is five percent of the value of the equipment, and may be refunded or credited depending upon the circumstances and needs of the company.
- New Mexico offers taxpayers the following options, subject to certain restrictions, for reporting state corporate income tax: Separate corporate entity, combination of domestic unitary corporations or federal consolidated group. The corporate income tax is calculated using the three-factor formula of payroll, plant and sales, plus New Mexico gross receipts tax.

▼ CORPORATE INCOME TAX AND FRANCHISE TAX

Corporate income tax applies to all domestic and foreign corporations which have income from activities or sources in New Mexico and which are taxable under federal law. Exceptions include insurance companies, which are subject to a separate premiums tax, and S corporations which must file a separate return and which are subject to the personal income tax on shareholders income. New Mexico taxable income is based generally on federal taxable income, with various reporting options allowed. A corporation must also pay a franchise tax of \$50 per year.

CORPORATE INCOME TAX — DOUBLE WEIGHTING THE SALES FACTOR

Beginning in 1995, a corporation in New Mexico may elect one of two methods for calculating corporate income tax liability. Presently, corporate income tax is calculated by taking the New Mexico portion of plant, payroll and sales and dividing the sum of the factors by three. In 1995, a corporation may elect to take the New Mexico portion of plant, payroll, sales and sales. This calculation counts the sales factor twice but changes the divisor to four. A company may elect either the existing formula or the new formula. A company is required to stay with their election a minimum of three years. This new formula provides a tax benefit to corporations who have a significant investment in plant and payroll in New Mexico but sell most of their product outside New Mexico.

New Mexico utilizes the "throwback rule," which requires that a New Mexico plant which sells its product or service into a political subdivision outside New Mexico, but has not established nexus in that subdivision, count those sales in that subdivision as New Mexico sales.

FOUR-STEP EXAMPLE — ABC COMPANY CALCULATING NEW MEXICO CORPORATE INCOME TAX WITH/WITHOUT DOUBLE WEIGHTING SALES

1. ABC Company has plant, payroll and sales figures as follows:

New Mexico Plant	<u>\$1,000,000</u>	
Domestic Plant US	\$10,000,000	= .1 Factor
New Mexico Payroll	<u>\$1,000,000</u>	
Domestic Payroll US	\$5,000,000	= .2 Factor
New Mexico Sales	\$2,000,000	
Worldwide Sales	\$50,000,000	= .04 Factor

2. Current three-factor formula:	Four-factor formula:
$\frac{.1 + .2 + .04}{3} = .1133$	$\frac{.1 + .2 + .04 + .04}{4} = .0950$

3. ABC Company's Federal net taxable income is \$8,000,000 apply against the table.

NEW MEXICO CORPORATE TAX TABLE	
<u>IF NET INCOME IS</u>	<u>THE TAX SHALL BE</u>
\$1 to \$500,000	4.8% of net income
\$500,000 to \$1,000,000	\$24,000 plus 6.4% in excess of \$500,000
\$1,000,000 +	\$56,000 plus 7.6% in excess of \$1,000,000

ABC company net federal taxable income = \$8,000,000
("waters edge" only)

Current three-factor formula:

- a.) \$56,000 plus 7.6% in excess of \$1,000,000 = \$588,000
- b.) Multiple \$588,000 by .1133 = \$66,620 tax due
New Mexico

Four-factor formula:

- a.) \$56,000 plus 7.6% in excess of \$1,000,000 = \$588,000
- b.) Multiple \$588,000 by .0950 = \$55,860 tax due
New Mexico

▼ CORPORATE TAX CREDITS

There are two tax credits allowed under the Corporate Income and Franchise Tax Act: a credit for the preservation of cultural property and a credit for corporate supported child care provided to the children of the corporation's employees.

To claim the cultural property preservation credit, the taxpayer must submit a plan and specifications for restoration, preservation or rehabilitation of the property, receive certification after completion of the project and complete the project within 24 months.

To claim the corporate child care credit, the taxpayer must pay for child care for dependent children of the corporation's employees, with the child care being provided during the employee's normal working hours.

▼ SALES USE TAXES

While New Mexico does not impose a sales tax, the gross receipts tax imposed by the Gross Receipts and Compensating Tax Act generally is treated by businesses as if it were a sales tax. The gross receipts is imposed on selling property, performing services or leasing property in this state, and on services performed out of state but initially used in this state. The state gross receipts tax is 5%. Local cities and counties may also impose additional taxes on gross receipts, up to 1.8125%. The 5% compensating tax is imposed on the use, consumption, or storage of tangible property in the state and on certain services.

The New Mexico Gross Receipts Tax (5%) may be abated. In New Mexico, it is called gross receipts tax for purchases made in the state, and for equipment purchased outside New Mexico and imported into the state, it is compensating tax on the machinery and equipment for the plant. The company still pays the gross receipts taxes on the materials, like brick and mortar, and the labor to put the materials in place. This is paid as an add-on to the contractor's bill. The savings on abating the compensating tax is 5% of the value of the machinery and equipment.

▼ PROPERTY TAXES

Property taxes in New Mexico are low by any standard. New Mexico's property tax is perennially ranked among the lowest 2 or 3 states in the nation. Since it would require amendment of the State of New Mexico's Constitution (which entails a vote by the electorate), it is unlikely that property taxes will be looked to for generation of additional revenues in the future.

Unless otherwise expressly exempt, all tangible property, personal or real located in New Mexico is subject to valuation for property taxation purposes, and is subject to *ad valorem* taxation. The general rule is that tangible personal property used or maintained by a person for purposes of that person's trade or business is subject to property taxation.

There are four basic governmental entities which are authorized to impose property taxes: the state, counties, municipalities and school districts. The Constitution limits the amount that can be charged for operating purposes by these last three entities to \$2 per \$100 of taxable valuation.

The assessment ratio is uniform statewide at a rate of 33-1/3% of the value (except oil and gas). The tax applied is a composite of state, county, municipal, school district, and other special district levies. Taxes are collected by and paid to the county treasurer. Annual taxes are due in two installments, the first half on November 5 and the latter half on April 5.

A 1991 law, entitled the Development Incentive Act (Section 3-64-1 to 5 NMSA 1978), allows most counties and municipalities to adopt a resolution exempting the commercial personal property of a new business facility located in the county or municipality. The exemption may be as much as 50% of the assessed value for a period of up to five years. The Act includes expansions if investment in the expansion exceeds \$1,000,000 and employs at least ten more workers.

Because non-manufacturing equipment is also tangible personal property, it is subject to taxation in the same way as manufacturing equipment. For pollution control equipment, both municipalities and counties can issue pollution control equipment bonds to acquire such equipment and lease it to commercial enterprises, in much the same process as for property acquired and leased under industrial revenue bonds (discussed later in this section). Pollution control equipment acquired in such a manner is exempt from taxation because it is owned by a governmental entity.

New Mexico communities can abate all property taxes on a plant location or expansion for a maximum of 30 years, usually 20 years in most communities. This is not a tax freeze but a true abatement on building, land and equipment. Each community controls this tool. At the end of the abatement period, the company will still have the 49th lowest property tax in the nation.

▼ UNEMPLOYMENT COMPENSATION

Generally, all firms with at least one employee (except certain agricultural and domestic employees) are subject to the provisions of the Unemployment Compensation Act and must make unemployment compensation contributions quarterly according to a contribution rate schedule furnished by the Employment Security Division of the Department of Labor. For newly located firms, the initial contribution is 2.7% of the first \$12,600 of the employees' compensation per year for the first four years. After the first four years, this may be reduced or increased by experience.

▼ WORKERS' COMPENSATION

Workers' compensation benefits are paid for work-related injuries and illnesses. Every state in the United States has a workers' compensation law, but each state varies in the nature of that law and in the insurance rates charged for coverage.

New Mexico offers attractive and competitive workers' compensation rates. According to a study conducted by Grant Thornton, New Mexico ranks close to the national and regional averages. All new employers who have three or more employees (or one employee for construction industries) must furnish workers' compensation coverage to protect employees against on-the-job injuries. This includes businesses, government and nonprofit institutions. Exceptions are domestic servants, farm or ranch laborers or real estate salespersons.

The workers' compensation program is administered by the Workers' Compensation Administration. In addition to providing workers' compensation coverage through insurance policies or self-insured programs, the employer is also subject to the workers' compensation assessment administered by the Taxation and Revenue Department.

The workers' compensation assessment is remitted on a quarterly basis in an amount of \$4.00, of which \$2.00 is required to be withheld from the employee's wages and \$2.00 which the employer must pay. Revenue generated by the workers' compensation assessment is to fund the administration of the Workers' Compensation Act.

Workers' compensation insurance policy rates are based on estimated payroll as well as job classification. Insurance carriers assign a code to all jobs and then calculate a premium based on a combination of job code and payroll. At the end of each policy year, the employer's payroll is audited and any difference between the estimated payroll and the actual payroll is reconciled at that time. In addition, individual employer premiums may be adjusted by the carrier by means of an "experience modifier" which takes into account the individual employer's accident experience.

▼ PERSONAL INCOME TAX

According to a 1989 study conducted by the United States Department of Commerce, New Mexico was among 15 states with lower than national average state individual income tax collections (as a percent of state personal income).

IF TAXABLE INCOME IS:

For Married Individuals Filing Jointly and Surviving Spouses:

<u>OVER</u>	<u>BUT NOT OVER</u>	<u>TAX SHALL BE</u>	<u>OF EXCESS OVER</u>
-0-	\$ 8,000	2.4% of net income	-0-
\$ 8,000	\$16,000	\$192 plus 3.8%	\$ 8,000
\$16,000	\$24,000	\$496 plus 4.8%	\$16,000

IF TAXABLE INCOME IS:

\$24,000	\$36,000	\$880 plus 5.9%	\$24,000
\$36,000	\$48,000	\$1,588 plus 6.9%	\$36,000
\$48,000	\$64,000	\$2,416 plus 7.7%	\$48,000
\$64,000		\$3,648 plus 8.5%	\$64,000

IF TAXABLE INCOME IS:

For Single Individuals and Estates and Trusts:

<u>OVER</u>	<u>BUT NOT OVER</u>	<u>TAX SHALL BE</u>	<u>OF EXCESS OVER</u>
-0-	\$ 5,200	1.8% of net income	-0-
\$ 5,200	\$10,400	\$93.60 plus 3.0%	\$ 5,200
\$10,400	\$15,600	\$249.60 plus 4.5%	\$10,400
\$15,600	\$23,400	\$483.60 plus 5.8%	\$15,600
\$23,400	\$31,200	\$936.00 plus 6.9%	\$23,400
\$31,200	\$41,600	\$1,474.20 plus 7.7%	\$31,200
\$41,600		\$2,275.00 plus 8.5%	\$41,600

A tax is imposed on the "net income" of every resident individual and upon the "net income" of non-resident individuals having income from business, property or employment in New Mexico. In general, "net income" is federal adjusted gross income plus interest earned from investments in bonds issued by other states and political subdivisions of other states, less the following allowable deductions:

- Personal exemption allowance of \$2,050 per exemption.
- Standard deduction of \$5,450 for married/filing jointly and surviving spouse, \$4,750 for head of household, \$3,250 for single individual and \$2,725 for married/filing separate.
- Excess itemized deductions equal to federal itemized deductions less the New Mexico standard deduction amount.

- Up to \$8,000 of income for each taxpayer aged 65 or over or blind with adjusted gross income of \$28,500 or less for single individuals or \$51,000 or less for married couples.
- Interest on U.S. government obligations.
- Income of a Native American earned from reservation or pueblo sources.
- Net operating losses which may be carried forward for five years.

For estates and trusts, "net income" is federal taxable income less amounts the state is prohibited from taxing because of state or federal laws or constitutional provisions.

A credit against New Mexico's personal income tax is available for those taxpayers having certain types of income from sources in other states. This credit is determined by allocating and apportioning income resulting in a percentage to be applied to the income tax amount determining the amount of tax due New Mexico.

▼ INDUSTRIAL FUELS AND RAW MATERIALS

Sales of industrial fuels and raw materials to manufacturers for use in the manufacturing process are exempted for purposes of the gross receipts (sales) tax.

▼ TRANSPORTATION

New Mexico has extremely low transportation taxes. A maximum tax of 31.6 mills per mile (3 cents per mile) weight-distance tax is levied; 16 cents per gallon special fuels; and \$10.00 annual motor vehicle registration.

FIGURE 1
TAX AND INCENTIVES SUMMARY

<u>INCENTIVE</u>	<u>AMOUNT</u>	<u>TIMING</u>	<u>REQUIREMENTS</u>
CORPORATE INCOME TAX			
Cultural Property	50% of the cost not to exceed \$25,000 per year	Any unused portion can be carried forward for up to four years	The project, to preserve, to restore or rehabilitate the property, must be approved and certified, and the property must be included in the New Mexico register of cultural properties.
Child Care	30% of the cost not to exceed \$30,000 per year	Any unused portion can be carried forward for up to three years	The corporation must pay for care of employee's dependent children and the child care must occur during the employee's normal work hours.
Double Weighted Sales		Beginning with tax year 1995	Available to any corporation to have Nexus in New Mexico.
GROSS RECEIPTS TAX			
Industrial Revenue Bonds	At least 5% of the value of tangible personal property other than construction materials and labor	Not to exceed 30 years	The tangible personal property must be purchased by the sponsoring municipality or from proceeds of the bonds. This allows the seller a deduction from gross receipts tax under Section 7-9-54 NMSA 1978.

FIGURE 1 (CONTINUED)

<u>INCENTIVE</u>	<u>AMOUNT</u>	<u>TIMING</u>	<u>REQUIREMENTS</u>
Investment Credit	5% of the value of qualified equipment	1991-1997	Additional employees must be added to the New Mexico payroll based on the total value of qualified equipment. The credit may be applied to future gross receipts, compensating or withholding tax liabilities or the taxpayer may claim refund of gross receipts or compensating tax paid on certain property or services.
Telemarketing	Exemption	Beginning 1992	Exempts 800 and WATS lines, incoming or outgoing, from gross receipts taxation.
COMPENSATING TAX Industrial Revenue Bonds	5% of the value of tangible personal property imported into the state	Not to exceed 30 years	The tangible personal property must be purchased by the sponsoring municipality or county from proceeds of the bonds. This allows an exemption from compensating tax under Section 7-9-14 NMSA 1978.
Investment Credit	5% of the value of qualified equipment	1991-1997	Additional employees must be added to the New Mexico payroll based on the total value of qualified equipment. The credit may be applied to future gross receipts, compensating or withholding tax liabilities or the taxpayer may claim refund of gross receipts or compensating tax paid on certain property or services.

FIGURE 1 (CONTINUED)

<u>INCENTIVE</u>	<u>AMOUNT</u>	<u>TIMING</u>	<u>REQUIREMENTS</u>
WITHHOLDING TAX Investment Credit	5% of the value of qualified equipment	1991-1997	Additional employees must be added to the New Mexico payroll based on the total value of qualified equipment. The credit may be applied to future gross receipts, compensating or <u>withholding tax</u> liabilities or the taxpayer may claim refund of gross receipts or compensating tax paid on certain property or services.
PROPERTY TAX Industrial Revenue Bonds	Equal to the amount of property tax that would otherwise be levied on the real and tangible personal owned property if the property were by the taxpayer and not by the municipality or county	Not to exceed 30 years	The property must be owned by the municipality or county which issues the bonds and leased to the taxpayer.

BUSINESS
LICENSES,
PERMITTING
PROCESS
AND
ENVIRONMENTAL
REGULATIONS

BUSINESS LICENSES,
PERMITTING PROCESS,
& ENVIRONMENTAL
REGULATIONS

BUSINESS LICENSES, PERMITTING PROCESS, AND ENVIRONMENTAL REGULATIONS

New Mexico has maintained its competitive edge by achieving a balance between the need for protection of the environment and the practical operational requirements of industry.

Because New Mexico has state environmental statutes that provide regulatory agencies administrative flexibility under federal law, most permit and license processing averages 30 to 90 days. New Mexico does not have cumbersome statutory regulations, and the state's agencies are here to assist you in the business start-up process by simplifying processing.

▼ BUSINESS REGISTRATION

The State of New Mexico runs and operates an electronic information service for business convenience. The **One-Stop Shop** provides an electronic bulletin board via modem and computer to businesses wishing to relocate or expand in New Mexico. The regulatory information available through the system includes a flow chart of agencies, sequentially listed in the order a company follows to obtain required permits and licenses. Agency forms can be obtained from the Economic Development Division.

The **One-Stop Shop** computer can be accessed 24 hours a day, using the computer modem numbers: local (Santa Fe) (505) 827-0285, or toll-free 1-800-765-0285. The Economic Development Department is open from 8 a.m. to 5 p.m. and can be reached at (505) 827-0300; in order to use the one-on-one communication system, users must call between 8 and 5, Mountain Standard Time.

For those businesses without access to computers and modems, this service is also offered in hard-copy form from the Division.

• BUSINESS REGISTRATION FEE

All types of businesses pay a city registration fee with the exception of insurance companies. Licenses are issued by the City or County Clerk's Office of the business locality.

• NEW MEXICO TAX IDENTIFICATION NUMBER

All businesses are required to register with the New Mexico Taxation and Revenue Department for an account

number for the purpose of paying gross receipts taxes, corporate income taxes, compensating taxes, and withholding taxes. The numbers are issued by the New Mexico Taxation and Revenue Department.

• NEW MEXICO UNEMPLOYMENT COMPENSATION TAX NUMBER

All businesses are required to register with the New Mexico Employment Security Division for an account number for the purpose of paying unemployment compensation taxes. Registration is administered by the New Mexico Department of Labor.

• SECURITIES REGISTRATION

All in-state or international companies offering securities to public investors in New Mexico are required to have security offerings approved per the Securities Act of New Mexico. Exempted are New Mexico entities with fewer than 25 security holders, and meeting other requirements under statute, no notice filing is required. New Mexico entities raising no more than \$1.5 million, and meeting other requirements under statute, must file notice claiming the exemption. Registration is administered by the Securities Division of the New Mexico Regulation and Licensing Department.

▼ FOREIGN FIRMS ESTABLISHING BUSINESSES IN NEW MEXICO

The following information pertains specifically to firms based outside of the United States interested in incorporating and/or starting a business in New Mexico.

If a foreign firm intends to incorporate either as a for-profit or as a not-for-profit entity, it must file with the New Mexico Corporation Commission.

If a foreign firm intends to conduct business in the State of New Mexico, it must register with the Trade Names Division, Office of the Secretary of State and the New Mexico Department of Taxation & Revenue (Licensing Division) to procure a Tax Identification Number.

If a foreign firm intends to conduct business in the City of Santa Fe, in addition to the above requirements it must do the following:

Procure a Federal Identification Number (if hiring employees), procure a Certificate of Occupancy from the City of Santa Fe Zoning Department and file for a business license with the City of Santa Fe Assessments Department, paying the fee which is renewable annually.

If a foreign firm intends to conduct business in the City of Albuquerque, it must procure a Business License from the City Treasury Division.

If a foreign firm intends to conduct business in other cities or counties of New Mexico, the same general guidelines apply. However, the firm needs to contact the local municipality for specific information.

▼ REGULATIONS FOR INCORPORATING IN NEW MEXICO

DOMESTIC CORPORATIONS (IN STATE) PROFIT AND NON-PROFIT PROFESSIONAL

- Fees: \$1 per 10,000 authorized shares (minimum \$50, maximum \$5,000).
- Amendments: \$1 per 10,000 shares of actual increase of total authorized shares (minimum \$50, maximum \$5,000).
- Forms: Articles of Incorporation signed in duplicate with original signatures by each incorporator and filed with a notarized Affidavit of Acceptance of initial registered agent (by-laws are not required).

NON-PROFIT

- Fees: \$10 for incorporation, \$1 for filing bylaws.
- Amendments: \$5 for amendment, \$1 for amended bylaws.
- Forms: Articles of Incorporation signed in duplicate with original signatures by each incorporator and filed with a notarized Affidavit of Acceptance of initial registered agent. At least three directors are required.
- Bylaws are required to be filed with the State Corporation Commission.

FOREIGN CORPORATIONS (OUT OF STATE OR COUNTRY) PROFIT AND NON-PROFIT PROFESSIONAL

- Fees: \$1 per 1,000 authorized shares (minimum \$100, maximum \$5,000).
- Amendments: \$25 for amendment changing corporate name or increase of purpose in New Mexico filed with an Application for Amended Certificate of Authority and an original Certificate of Filing certified by the state or country of incorporation.
- Forms: Original Application for Certificate of Authority or Amended Certificate. The application or amended Certificate must be signed in duplicate with original signatures by the president or vice president, and by the secretary or assistant secretary, and must be verified by one of the above corporate officers.
- Plus, a Certificate of Good Standing issued within the last 30 days by the state or country of incorporation. This notarized Affidavit of Acceptance must be filed by a designated registered agent.

NON-PROFIT

- Fees: \$10 for qualification, \$1 for filing bylaws (optional).
- Amendments: \$5 for amendment involving name change or increase of purpose in New Mexico filed with an Application for Amended certificate of Authority. Amendment must be certified by the state or country of incorporation.
- Forms: Original Application for Certificate of Authority signed in duplicate with original signatures by the president or vice president, and by the secretary or assistant secretary.
- Plus, a Certificate of Good Standing issued within the last 30 days by the state or country of incorporation. Notarized Affidavit of Acceptance must be filed by a designated registered agent.

Issued by: New Mexico State Corporation Commission

▼ ENVIRONMENTAL PERMITS – STATE REGULATORY PROCESS

• AIR QUALITY

Air quality permits issued by the State of New Mexico Environment Department Air Quality Bureau authorize an individual or company to commence construction or modification of a facility that will emit one or more regulated air pollutants.

In New Mexico, any new or modified facility that has the uncontrolled potential to emit more than ten (10) pounds per hour or twenty-five (25) tons per year of a regulated pollutant may be required to obtain an air quality permit. For toxic substances, the threshold emission rate is usually much lower.

Sources that have the uncontrolled potential to emit between 10 and 25 tons per year are required to submit a notice of intent under AQCR 703.1. Regulated pollutants include sulfur dioxide, particulate, carbon monoxide, nitrogen dioxide, ozone, nonmethane hydrocarbons and lead. In addition to these pollutants, stationary sources in New Mexico that emit certain toxic pollutants are also required to obtain permits. Over 500 toxic air pollutants and over 40 known suspected carcinogens are regulated. Every individual or company that applies for an air quality permit in New Mexico must satisfy comprehensive public notice requirements before the permit application can be ruled complete.

New Mexico's air quality regulatory requirements for many of the programs are identical to the federal requirements. The state is required to issue a permit within 120 days of the date a permit application is deemed complete. If a public hearing is granted, the permit must be issued in 180 days. The largest variable is the period of time between when an application is submitted and the date it is deemed complete. This period can vary from 30 days to 6 months or more, depending on the completeness of the application. Streamlined permitting is available for reciprocating engine and turbine compressor stations for sources meeting certain emission rates and siting criteria. Sources which are subject to AQCR 702 or AQCR 703.1 (Notice of Intent and Emissions Inventory Requirements) must receive their permit, or notice that no permit is required, prior to the commencement of construction or modification.

• GROUND WATER QUALITY

The state's ground water discharge permit program is intended to prevent ground water contamination from a wide variety of discharges to which no federal regulations apply. The program is standards-based, meaning that water quality degradation up to numerical standards contained in the governing regulations is allowed. In order to obtain a ground water discharge permit, the discharger must submit information such as the quantity, character, and location of the proposed discharge; the depth to and quality of ground water most likely to be affected; the hydrogeologic characteristics of the area; and the measures that the discharger is taking to ensure that ground water quality will be protected. The time required to obtain a discharge permit is dependent upon the completeness of the submitted application and the adequacy of ground water protection, but a minimum of 90 days is necessary. For complex permits, a considerably longer review period is often required.

• GROUND WATER DISCHARGE PLAN

(OTHER THAN OIL OR GAS RELATED)

The Ground Water Discharge Plan applies to all operations discharging effluent or leachate which may move directly or indirectly into ground water. A discharge plan must be approved by the Ground Water Protection and Remediation Bureau prior to initiation of discharge or modification of existing discharge. Permits are issued by the Ground Water Protection and Remediation Bureau of the State's Environment Department.

• SURFACE WATER QUALITY

The State of New Mexico has not been delegated primacy for either of the two permit systems mandated by the federal Clean Water Act to protect surface water. The National Pollutant Discharge Elimination System (NPDES) permit is issued and enforced by EPA from their Region VI headquarters in Dallas, Texas. NPDES permits on the Navajo Indian Reservation are issued and enforced by EPA Region IX in San Francisco, California. The U.S. Army Corps of Engineers administers and enforces the Dredge-and-Fill permit system from their regional headquarters in Albuquerque.

Permits are issued in conformance with federal regulations and require state certification of their accuracy. The Surface Water Quality Bureau in the State of New Mexico's Environment Department has been delegated authority by the Water Quality Control Commission to issue state certification of the permits. The bureau evaluates the proposed permit to determine if its requirements are adequate to protect the State of New Mexico's water quality standards. The state's water quality standards are largely equivalent to those found throughout the nation due to the statutory requirements of the federal Clean Water Act. The timeframe for permit certification by the state ranges from one to two months, depending on the nature of the submittal. Permit issuance by the federal agency may take much longer.

• SOLID WASTE

The state's Solid Waste Management Regulations are designed to provide equivalent protection to the Federal Resource Conservation and Recovery Act (RCRA) Subtitle D regulations. The last revisions were made in December, 1991. These regulations impose similar operating and permit requirements to those found in states surrounding New Mexico. Application requirements for landfills, transfer stations, composting facilities, and recycling facilities include detailed site and operating, monitoring and closure/postclosure plans; geologic/hydrologic evaluations; and financial assurance. Local governments are exempt from the financial assurance requirements. All facility plans and drawings must be signed by a professional engineer registered in New Mexico. Transfer stations, recycling and composting facilities of a designated size are exempt from the permitting requirements. The permit application must first be reviewed for completeness. The application is subject to certain rules of civil procedure to allow for due process. Once an application is determined to be complete, a public hearing is scheduled in the area affected by the facility. The Cabinet Secretary of the Environment Department has 180 days from the date the application is deemed complete to issue or deny the permit.

• LIQUID WASTE DISPOSAL SYSTEM REGISTRATION CERTIFICATE

This registration applies to installation or modification of liquid waste disposal systems (septic tanks or domestic sewage of less than 2,000 gallons a day). A joint permit is

required prior to installation. Permits are issued by the Liquid Waste Unit, Environmental Improvement Division.

• HAZARDOUS WASTE

The State Hazardous Waste Management Program has received base authorization from the federal Environmental Protection Agency (EPA). The state program is equivalent to the federal program. The state program is responsible for all hazardous waste activities including inspections, enforcement, and permitting. The state has incorporated the Code of Federal Regulations 40 CFR 260-270 as part of the New Mexico Hazardous Waste Regulations. The timeframe for permit issuance ranges from one to two years, depending on complexity of the facility.

• UNDERGROUND STORAGE TANKS

Comprehensive general regulations governing underground storage tanks became effective on December 22, 1988. There is no permitting aspect in this program. Tanks are required to be registered and certified by the Underground Storage Tank Bureau and there is a yearly fee due for each tank. The State of New Mexico is approved as an implementing agency by the EPA. The state administers the Corrective Action Fund which is used to reimburse tank owners and operators for their costs of cleanup.

▼ ENVIRONMENTAL PERMITS — CITY/COUNTY REGULATORY PROCESS

Certain businesses (primarily in Bernalillo County) are also required to obtain permits from the city or county in which the enterprise will operate. Because the requirements vary, the "One-Stop Shop" service can assist businesses in identifying the local processes.

▼ BUILDING PERMITS

A building permit is required prior to the start of any construction project. The New Mexico Regulation and Licensing Department issues state building permits throughout the state, except in the following counties and cities that have their own certified building inspectors:

CITIES

Alamogordo
Albuquerque
Artesia
Belen
Carlsbad
Clovis
Deming
Española
Farmington
Gallup
Hobbs
Las Cruces
Los Alamos
Portales
Raton
Rio Rancho
Roswell
Ruidoso
Santa Fe
Socorro
Taos
Truth or Consequences
Tucumcari
Village of Angel Fire

COUNTIES

Bernalillo
Dona Ana
Los Alamos
San Juan
Valencia

The costs of a building permit for locations not covered by the counties and cities listed above are \$3.00 per \$1,000 up to \$15,000, then \$1.00 per \$1,000 over \$15,000 project cost, plus 20% of final fee for plan review. Licenses from New Mexico Regulation and Licensing can be staged as portions of plans are completed, allowing expeditious construction.

UTILITIES

Utilities

UTILITIES

Utility costs and availability are primary concerns of industry.

New Mexico is one of the largest energy-producing states and has a considerable portion of the total U.S. energy resource base. Unlike many states where energy shortfalls prevail, New Mexico is well prepared to meet increased demands, assuring long-term availability for industrial use.

▼ NATURAL GAS

Inexpensive, plentiful and safe — natural gas is emerging as the premier fossil fuel because of its environmental advantages. Natural gas is potentially the fuel of choice nationally, as it fulfills the country's objectives of reduced oil imports, increased domestic energy production and a clean environment.

New Mexico continues to be a leader among all states in proved reserves of natural gas, ranking second in the nation (19,814 billion cubic feet) as of 1991.

Over 90% of the natural gas produced in New Mexico goes to other states; only 9% stays in New Mexico. In addition to abundant reserves, the state benefits from the competitive advantages of low funding and development costs and proximity to pipelines for transportation.

NEW MEXICO NATURAL GAS RATES PER (MCF) AVERAGE

Utility Provider	500 MCFS	2500 MCFS
Gas Company of New Mexico	\$1.173/MCF	\$1.113/MCF
Raton Natural Gas Company	\$3.4242/MCF	\$3.4201/MCF
Zia Natural Gas Company	\$4.18/MCF	\$4.18/MCF
Hobbs Gas Company	\$3.90/MCF	\$3.87/MCF
Average	500 MCFS 2500 MCFS	\$3.1393 \$3.1073

▼ ELECTRICITY

Utilities, in general, perform three functions: generation, transmission and distribution of electricity. Not all utilities perform all three functions. There are presently five investor-owned electric power providers in New Mexico serving approximately 73% of the state's electric power customers. These providers are as follows:

- Public Service Company of New Mexico (PNM), serving 43%
- Plains Electric Transmission and Distribution, 27%
- Southwestern Public Service Company (SPS), 14%
- El Paso Electric Company (EPE), 10%
- Texas-New Mexico Power Company (TNP), 6%

In addition to the investor-owned utility companies, there are seven municipal power companies, serving approximately 7% of the state's electric power customers in Farmington, Gallup, Raton, Truth or Consequences, Aztec, Springer and Los Alamos. Twenty rural electric cooperatives provide for the remaining 20%, although their primarily low-density service areas include 85% of the total land area of the state. One of these companies, Plains Electric Generation and Transmission Cooperative (PG&T), provides wholesale power only, serving 13 member rural cooperatives.

NEW MEXICO ELECTRIC RATES PER KILOWATT HOUR AVERAGE

INVESTOR-OWNED ELECTRICAL UTILITIES (see Figure 1)

- PNM serves north-central New Mexico, including the cities of Albuquerque, Santa Fe, Rio Rancho, Las Vegas, Belen, and Bernalillo. PNM also provides retail electric service to Deming and Clayton and wholesale power to Gallup, Los Alamos, and Farmington.
- SPS serves eastern and southeastern portions of the state, including Roswell, Clovis, Portales, Carlsbad, Hobbs, Artesia, and Tucumcari.

- EPE serves south-central New Mexico, including Las Cruces.
- TNP also serves southern New Mexico, including Alamogordo, Lordsburg, Ruidoso, and Silver City.
- PG&T serves the balance of New Mexico.

GENERATING FACILITIES

There are 17 electrical generation plants in New Mexico, including plants not in full-time use. Eleven of these are owned by the investor-owned utility companies, two by municipal utilities, two by a rural electric cooperative (PG&T), one by the Western Area Power Administration, and one by the U.S. Department of Energy (DOE). These 17 plants have a total capacity of 5,377 MWs. Over 70% of this capacity is produced by the two largest coal-fired generating plants, the Four Corners Power Plant and the San Juan Generating Station. A significant amount of the total electricity generated at these two plants is delivered to Arizona and California.

▼ COMMUNICATIONS

The telephone services provided throughout the state of New Mexico are fully computerized digital switching

systems. Local telecommunication companies would need to be contacted for specific information in regard to switch type, etc. These switching systems are non-blocking relative to the call volume they can accommodate and have the capacity to offer a full array of custom calling features such as call forwarding, call waiting, conference calling and speed dialing. The systems are extremely flexible in their ability to adapt to a wide range of customer calling requirements and are expandable to handle almost any line/trunk demands.

Long distance trunking utilizes fully digital networks which are state-of-the-art and can accommodate any high speed data requirements. Long distance routes not only utilize digital radio but are also served via fiber networks. These facilities also provide full equal access capabilities to private inter-exchange carriers.

The integration of New Mexico's digital switches and toll networks offers immediate call termination to any digital switch facility within the United States. This reduces the holding time on out-going calls and provides immediate termination of incoming calls.

The State of New Mexico can and will satisfy any telecommunications requirements for business. New Mexico recently approved legislation for the exemption of the receipts from the provision of wide-area telephone service (WATS) and private communications service from the

FIGURE 1
NEW MEXICO ELECTRIC RATES
PER KILOWATT HOUR AVERAGES

UTILITY PROVIDER	INDUSTRIAL USER-5000 KW* DEMAND & 2.5 MILLION KWH	RESIDENTIAL USER-1500 KWH	COMMERCIAL USER-150KWH DEMAND & 60,000 KWH
	IN CENTS	IN CENTS	IN CENTS
Public Service of New Mexico	5.35	7.77 (1st 200kwh) 9.09 (over kwh)	10.25
Southwestern Public Service Co.	3.82	5.99	4.96
Texas - New Mexico Power Co.	3.97	8.42	8.54
El Paso Electric	6.29	9.53	6.97
Average:	4.86	8.09	7.68

* Including large volume discount

interstate telecommunications gross receipts tax (4.25%). Private communications services are also exempted from the tax. Private communications services are defined as a dedicated service for individual customers that entitles customers to exclusive or priority use of communication channels between a location within New Mexico and one or more locations outside the state.

▼ NUCLEAR POWER

Two utilities that serve New Mexico, PNM and EPE — together with Arizona Public Service Company (APS) and four other utilities from Arizona and California — jointly own the Palo Verde Nuclear Generating Station, located 50 miles west of Phoenix, Arizona. Palo Verde has an overall total capacity of 3,810 MWs, making it the largest nuclear

generating facility in the United States. The two New Mexico utilities own 26% of this facility.

The construction of a nuclear generating plant in New Mexico is unlikely within the foreseeable future. Factors weighed by New Mexico utilities include the availability, desirability, and comparable economics of non-nuclear energy resources in the state, along with the underlying question of the state's need for further large baseload generation facilities of any kind in the foreseeable future. New Mexico possesses substantial fossil fuel and renewable energy resources, which provide readily available alternatives to nuclear power. These resources will provide more flexibility than nuclear resources in the development of the smaller peaking plants the utility customers are most likely to require in the near future, unless utilities opt to become major electricity producers for the Southwest.

TRANSPORTATION

TRANSPORTATION

New Mexico's location in the heart of the Southwest provides fast and dependable accessibility to the West Coast, Midwest, Gulf Coast, and national market centers. The moderate climate contributes to New Mexico's dependable transportation system, allowing industry to operate efficiently and commuters to spend less time en route to work, averaging 10 to 14 minutes.

Three interstate highways transect the state; a statewide network of railroads connect New Mexico with regional and national markets; and airlines provide regular passenger and cargo service to the state's major communities, with the rest readily accessible by private aircraft.

New Mexico's pleasant climate, with dry, sunny weather 70 percent of the year, ensures dependable transportation systems which allow industry to deliver goods promptly.

The State's Freeport Law provides assurance that items stored while in interstate commerce will not be taxed. The state constitution allows a tax exemption for personal property transported in interstate commerce or consigned to a warehouse or factory in New Mexico from outside the state for purposes of storage, manufacturing processing, or fabricating and which is in transit to a final destination outside the state.

▼ NEW MEXICO HIGHWAYS

There are 63,905 miles of highway and three interstates serving New Mexico:

I-40, one of the nation's major east-west highways, cuts across the state through Albuquerque.

I-10, the major east-west highway serving Los Angeles and the Texas market, cuts across southern New Mexico, intersecting I-25 at Las Cruces.

I-25, or the Pan-American Highway, heads north to Denver and Canada and south to El Paso and Mexico. It intersects I-40 at Albuquerque and I-10 at Las Cruces.

MILEAGE BETWEEN NEW MEXICO PRINCIPAL CITIES AND ALBUQUERQUE

Alamogordo.....	209
Artesia.....	239
Carlsbad.....	275

Clovis.....	217
Deming.....	263
Farmington.....	180
Gallup.....	138
Hobbs.....	345
Las Cruces.....	223
Las Vegas.....	117
Lordsburg.....	321
Los Alamos.....	91
Raton.....	223
Roswell.....	198
Santa Fe.....	61
Silver City.....	315
Socorro.....	78
Truth or Consequences.....	139
Tucumcari.....	178

Source: Rand McNally Road Atlas

MILEAGE BETWEEN PRINCIPAL CITIES AND ALBUQUERQUE

Atlanta, GA.....	1404
Billings, MT.....	991
Boise, ID.....	940
Boston, MA.....	2220
Cheyenne, WY.....	538
Chicago, IL.....	1312
Cleveland, OH.....	1585
Dallas, TX.....	644
Denver, CO.....	437
Des Moines, IA.....	974
El Paso, TX.....	266
Houston, TX.....	853
Kansas City, MO.....	777
Las Vegas, NV.....	586
Little Rock, AR.....	881
Los Angeles, CA.....	811
Mexico City.....	1308
Nashville, TN.....	1225
New Orleans, LA.....	1157
New York, NY.....	1997
Oklahoma City, OK.....	542

Omaha, NE.....	957	San Antonio, TX.....	730
Phoenix, AZ.....	458	San Diego, CA.....	811
Portland, OR.....	1372	San Francisco, CA.....	1109
St. Louis, MO.....	1042	Seattle, WA.....	1453
Salt Lake City, UT.....	604	Washington, DC.....	1849

Source: Rand McNally Road Atlas

FIGURE 1
NEW MEXICO'S TRANSPORTATION NETWORK



RAILROADS

Amtrak
Burlington Northern
Union Pacific
Atchison, Topeka & Santa Fe
Southern Pacific

INTERNATIONAL PORTS OF ENTRY

Albuquerque-Albuquerque Int'l. Airport
Las Cruces-Crawford Int'l. Airport
Santa Teresa-Border Crossing
Antelope Wells-Border Crossing
Columbus-Border Crossing

AIRPORTS WITH AIRLINE SERVICE

INTERSTATE HIGHWAYS

I-10 East-West from Las Cruces
I-25 North to Denver
I-40 East-West through Albuquerque

FIGURE 2
MOTOR FREIGHT SERVICES TO NATIONAL MARKETS



Overnight truck service reaches a wide area of New Mexico's primary market, and second day service reaches sizeable coastal destinations. Chicago, Dallas, Denver, Kansas City, Los Angeles and other major cities have direct one-carrier service from Albuquerque.

1. OVERNIGHT DELIVERY
2. SECOND DAY DELIVERY
3. THIRD DAY DELIVERY
4. FOURTH DAY DELIVERY
5. FIFTH DAY DELIVERY
6. SIXTH DAY DELIVERY

Delivery times based upon car load lots.

▼ MOTOR FREIGHT SERVICE

New Mexico is served by major freight-line carriers and nonscheduled carriers, handling local, regional, and national shipments, providing service for full truckloads or less than truckloads (LTL). United Parcel Service offers package service nationwide and international air service from New Mexico to Western Europe, Canada and Puerto Rico.

MOTOR FREIGHT LINES

ABF Freight Systems, Inc.
Admiral Warehouse, Inc.
Albuquerque Moving & Storage Co.
Allstar Moving & Storage, Inc.
American Moving & Storage, Inc.
ANR Freight System, Inc.
Apaca, Inc.
Assured Express
Bar J Trucking, Inc.
Bennett Transportation Company
Benton Moving Services
Burkett Moving & Storage Co., Inc.
Carousel Couriers
Cent-Air Freight Service
Chief Security, Inc.
City Courier
Commercial Warehouse Company
CO2 in Action
Delivery Service Enterprises
Diamond Transfer Company
Echo Trucking Company, Inc.
Espinosa Cartage Co.
Eveready Movers, Inc.
Errand Mobile
Express Freight Systems
Fleet Carrier Corp.
Gerald I. Croley
Gibson Truck Lines, Inc.
Groendyke Transport, Inc.
Henderson Moving Service
HK Moving and Storage Co.
Kerby Brothers Inc.
Lobo, Inc.
M & G Moving & Storage
M & S Trucking

Mail & Parcel Express, Inc.
McLean Trucking Company
Meadow City Cab Co.
Medwest, Inc.
Merchants Fast Motor Lines, Inc.
Miller Van Lines
Nebark, Inc.
Nor-Mar, Penny, Inc.
O & A Tex-Pack Express Inc.
Pensco, Inc.
Pony Express Courier Corp.
Purolator Courier Corp.
Quicksilver Delivery, Inc.
RAC Transport Company, Inc.
Sanchez Wrecker Service
Santa Fe Storage & Transfer Co.
Southwest Courier Service
Southwest Truck Service, Inc.
Southwestern Film Service
Sprint Shuttle Service
SR Ashe Trucking
Stagecoach Cartage & Distribution
Steere Tank Lines, Inc.
Sun City Transfer & Storage Co.
Sun Freightways, Inc.
The Paper Taker Company
Trinidad Freight Service
United Parcel Service, Inc.
VM Transport
Valley Transportation & Warehouse
Werner Enterprises, Inc.
Wilson Transfer & Storage Co.
Wilson's Rapid Transit Lines, Inc.
Zero Motor Freight, Inc.

▼ INTERCITY BUS SERVICE

Six major carriers provide intercity bus transportation: Shuttlejack, Herrera Coaches, Sanchez Coaches, Trailways, Greyhound, and Texas, New Mexico and Oklahoma Coaches (TNM&O). The companies operate east-west and north-south highway routes, providing service to New Mexico as part of regional and nationwide networks, crossing into adjacent states.

▼ RAIL

Rail mileage in New Mexico totals 2,100 miles. New Mexico's rail industry is growing and is a vital link in the state's economy. Four common freight carriers and one passenger carrier, Amtrak, serve New Mexico. In addition, the state operates one narrow-gauge tourist railroad, the Cumbres & Toltec Scenic Railroad between Chama, NM and Antonito, CO.

RAIL CARRIERS

Atchison, Topeka & Santa Fe
Burlington Northern
Southern Pacific
Union Pacific
Texas - New Mexico Railway

• FREIGHT SERVICE

The Atchison, Topeka, and Santa Fe Railway (AT&SF) company hauls 90 percent of all freight originating in New Mexico and 80 percent of cargo terminating here. The company has north-south lines, one serving the Rio Grande valley and another the Pecos valley and east-west lines linking the Midwest and California which join at Albuquerque. Major communities served by the AT&SF are Albuquerque, Artesia, Belen, Carlsbad, Clovis, Gallup, Grants, Las Cruces, Las Vegas, Portales, Raton, Roswell, Santa Fe and Socorro.

Southern Pacific Transportation/Denver Rio Grande Western Company bridges traffic to California and the East. Major communities served include Santa Rosa, Tucumcari, Deming and Lordsburg.

Texas & New Mexico Railroad operates a branch line serving the communities of southeast New Mexico, such as Lovington, Hobbs, Eunice and Jal.

The Burlington Northern mainline between Denver and Dallas passes through the northeastern corner of the state, serving Raton and Clayton.

• PASSENGER SERVICES

Amtrak provides rail passenger service in New Mexico. Two routes cross the state: the Chicago to Los Angeles route serves Raton, Las Vegas, Lamy (for Santa Fe), Albuquerque and Gallup; the route between New Orleans and Los Angeles via El Paso, Texas serves Deming and Lordsburg.

Amtrak trains operate by contract over the tracks of the AT&SF and Southern Pacific railroads.

▼ PACKAGE SERVICE NATIONWIDE

Air Cargo Companies: Airborne Express, Cavair Express, Federal Express, South Aero, Southwest Freight, United Parcel Service, West Air International.

▼ NEW MEXICO AIRPORTS

There are over 240 airports, landing strips, and launching areas where aviation takes place. Sixty-one air-ports are located near the key cities and towns in New Mexico and are listed on the state aeronautical chart. Twenty-nine charter operators and two commuter airlines serve the flying public into these locations and throughout the Southwest. Medical transport is available in Albuquerque and Farmington.

Scheduled air service is available through 13 airports. Although Albuquerque is the main arrival and departure point for New Mexico, there are direct flights between Dallas-Ft. Worth and Roswell; Denver and Santa Fe, Phoenix and Gallup (with a continuation into Farmington), and a connecting flight from Denver through Cortez, Colorado into Farmington.

Conchas Lake is the only designated water landing base. Water landings are possible, however, at Navajo Lake, Elephant Butte Lake, Caballo Lake and El Vado Lake; extreme caution is advised at these unmonitored locations because of fluctuating water levels and other hazards.

Ski basins are supported by the following airports: Sierra Blanca (Ruidoso), Taos, Angel Fire, Raton, Albuquerque, Santa Fe, and Alamogordo (Cloudcroft).

• SAFETY NOTES

Airport elevations in New Mexico range from 3500 to 8500 feet above sea level. Aircraft performance is dramatically reduced at these altitudes, especially in the summer months. This in turn may require downloading of the aircraft to lower gross weights before using these airports in order to maintain a safety margin. Leaning of normally aspirated engines to achieve best power is necessary at elevations above 5000 feet prior to take-off and landing.

Visitors are encouraged to keep in touch with weather stations. Airport managers, aviation companies, and local pilots are excellent sources of information on operational procedures for high altitude operation.

The airport system is constantly changing due to both physical alteration of the airport facilities and the type of use they experience. Current information and a free aeronautical chart may be obtained from:

Aviation Division
P.O. Box 1149
Santa Fe, New Mexico 87504-1149
(505) 827-0332

FIGURE 4
MESA AIRLINES SERVICE TO
NEW MEXICO CITIES

<u>SERVICE FROM</u>	<u>NON-STOP SERVICE TO</u>	<u>NUMBER DAILY FLIGHTS OUT</u>
Hobbs	Albuquerque	3
	Roswell	1
Alamogordo	Albuquerque	4
	Las Cruces	2
Carlsbad	Albuquerque	4
	Roswell	3
	Hobbs	3
Clovis	Albuquerque	3
Farmington	Albuquerque	11
	Grand Junction, CO	2
	Telluride, CO	1
Las Cruces	Albuquerque	3
Roswell	Albuquerque	8
	Dallas/ Ft. Worth	2
	Hobbs	2
Santa Fe	Albuquerque	3
	Denver, CO	4
Silver City, NM	Albuquerque	3

▼ ALBUQUERQUE INTERNATIONAL AIRPORT

Albuquerque International Airport occupies a large tract of land on the southern edge of Albuquerque approximately four miles south of the central business district. The City of Albuquerque controls approximately 2,000 acres including the airfield and property west of the north-south runway. Kirtland Air Force Base controls approximately 50,000 adjoining acres, located east of the north-south runway.

Albuquerque International Airport passenger enplanements and deplanements have grown by 15% over the past five years.

TOTAL PASSENGER ENPLANEMENTS AND DEPLANEMENTS

1987	4,298,582
1988	4,301,079
1989	4,721,470
1990	4,988,813
1991	4,938,431

Source: Albuquerque International Airport

AIRLINE SERVICE POINTS FOR NEW MEXICO

Albuquerque: American, America West, Continental, Delta, Mesa, Northwest, Ross, Southwest, TWA, US Air, United.

Carlsbad: Mesa

El Paso, Texas: American, America West, Continental, Delta, Southwest.

Gallup: Mesa

Los Alamos: Ross

Roswell: Mesa

Silver City: Mesa

Alamogordo: Mesa

Clovis: Mesa

Farmington: Mesa

Hobbs: Mesa

Las Cruces: Mesa

Santa Fe: Mesa

Taos: Mesa

MAJOR AIRLINES SERVING ALBUQUERQUE
INTERNATIONAL AIRPORT (ABQ) AND
NON-STOP DESTINATIONS

American Airlines: Dallas and Chicago
America West Airlines: Phoenix and Las Vegas
Delta Air Lines: Atlanta, Dallas, Cincinnati, Salt Lake City, El Paso
Continental Airlines: Houston and Denver
Northwest Airlines: Minneapolis/St. Paul
Southwest Airlines: Dallas, Phoenix, Midland/Odessa, Los Angeles, San Francisco, El Paso, Las Vegas, Lubbock, St. Louis, San Diego, Amarillo
Trans World Airlines: St. Louis
United Airlines: Denver
USAir: Denver, Pittsburgh, Tucson

Annual enplaned and deplaned cargo will more than double during the forecast period. It is noteworthy that deplaned cargo volumes have historically been more than twice those of enplaned volumes. This signifies that facilities for these items must be sized for arriving shipments rather than outbound shipments.

AIRLINE SERVICE POINTS
OUTSIDE NEW MEXICO

Amarillo, Texas: Delta, American, Southwest
Lubbock, Texas: Delta, American, Southwest
Midland, Texas: American, Southwest
El Paso, Texas: American, Delta, United, Southwest, America West
Pueblo, Colorado: America West, Continental
Tucson, Arizona: America West, Southwest

The airports listed above provide additional service to New Mexico communities which are located on New Mexico's borders with other states. Those communities include, but may not be limited to: Carlsbad, Artesia, Hobbs, Lovington, Portales, Clovis, Tucumcari, Clayton, Raton, Lordsburg, Deming, Silver City, Las Cruces and Truth or Consequences.

EDUCATION

JOB TRAINING

LABOR FORCE

EDUCATION, JOB TRAINING, AND LABOR FORCE

New Mexico was the first state to provide funding for bilingual and multi-cultural education in the public schools. Students have access to the high-tech resources in the state, from statewide interactive instructional television in the regular curriculum to super-computers at the national laboratories as part of the state's "Super-Computer Challenge" competition.

New Mexico has 21 post-secondary educational institutions, public and private colleges, universities and vocational-technical schools, with a total of 39 campuses around the state.

The state sponsors a successful in-plant training program which has been in place for 20 years. Companies such as Intel, Southwest Airlines, General Mills and FROZFRUIT have taken advantage of New Mexico's in-plant training funds. In 1993, \$3.8 million was appropriated by the state legislature for in-plant training during the 1993-94 fiscal year.

In 1992, New Mexico's civilian labor force growth rate was 2.1%, surpassing the national rate of 0.4%. And New Mexicans work well — a 1990 Manufacturing Climates study conducted by Grant Thornton ranked New Mexico the lowest among Southwest states in manhours lost.

▼ GRADES K-12 EDUCATION

New Mexico is one of four states using an equalization funding formula which distributes education funds equally to all children, regardless of the income average in their district. The state's 88 school districts, serving 301,882 students, include 665 public schools, 120 accredited private schools and 169 alternative private schools which are non-accredited.

New Mexico is committed to providing quality education. As seen in Figure 1, the state provides 93% of the public school funding.

The Fall, 1992 public school enrollment for New Mexico was 308,667. The average class size was a low 18.7.

New Mexico seniors scored 11% higher than the national average on the 1990 Scholastic Aptitude Test (SAT) (see Figure 2). Students also achieved higher than the national average on the Comprehensive Test of Basic Skills.

FIGURE 1
NEW MEXICO PUBLIC SCHOOL FUNDING SOURCES
(1990 - 1991)

Local/County.....	\$ 22,507,427 (3%)
State.....	\$822,784,427 (93%)
Federal.....	\$ 37,169,914 (4%)
TOTAL.....	\$882,461,768

▼ POST-SECONDARY EDUCATION

New Mexico offers a broad spectrum of educational opportunities. State-supported facilities of post-secondary education include six four-year schools that operate 13 branches, five two-year institutions that operate three branches, and three vocational-technical schools operating in five locations. In addition to three Native American institutions, there are also three private four-year institutions, one with a branch campus (see Figures 3, 4, and 5).

Post-secondary programs in the state build upon the quality programs available at elementary and secondary levels in New Mexico's 88 school districts.

▼ SPECIAL SCHOOLS

The New Mexico School for the Visually Handicapped and the New Mexico School for the Deaf provide progressive education to the state's visually and hearing-impaired students.

▼ VOCATIONAL TRAINING

New Mexico's educational institutions have a history of providing high-quality training for industry. Programs have been created to supply specialized training in areas identified by companies to provide a trained labor pool. The role of vocational education in New Mexico and around the nation is to provide individuals with employable skills for jobs.

FIGURE 2
AVERAGE 1990 SCHOLASTIC APTITUDE TEST (SAT)
SCORES OF HIGH SCHOOL SENIORS

STATE	VERBAL	MATH
ALABAMA	475	515
ALASKA	439	481
ARIZONA	442	490
ARKANSAS	482	523
CALIFORNIA	415	482
COLORADO	453	506
CONNECTICUT	429	468
DELAWARE	428	464
WASHINGTON DC	405	435
FLORIDA	416	466
GEORGIA	400	444
HAWAII	405	478
IDAHO	463	505
ILLINOIS	471	535
INDIANA	408	457
IOWA	515	578
KANSAS	493	546
KENTUCKY	473	520
LOUISIANA	476	518
MAINE	421	458
MARYLAND	429	475
MASSACHUSETTS	426	470
MICHIGAN	461	519
MINNESOTA	480	543
MISSISSIPPI	477	520
MISSOURI	476	526
MONTANA	464	518
NEBRASKA	481	543
NEVADA	435	484
NEW HAMPSHIRE	440	481
NEW JERSEY	417	469
NEW MEXICO	474	522
NEW YORK	413	468
N. CAROLINA	400	444
N. DAKOTA	502	571
OHIO	450	496
OKLAHOMA	476	521
OREGON	439	483
PENNSYLVANIA	417	459
RHODE ISLAND	421	459
S. CAROLINA	395	437
S. DAKOTA	496	551
TENNESSEE	487	528
TEXAS	411	463
UTAH	494	537
VERMONT	424	466
VIRGINIA	424	466
WASHINGTON	433	480
W. VIRGINIA	441	485
WISCONSIN	481	542
WYOMING	466	514
NATIONAL	422	474

New Mexico's students
scored higher than
the national average
on the 1990 SAT

*Source: The College Board, 1992

*Based on number of high school graduates in 1991 as projected by the Western Interstate Commission for Higher Education and number of students in the class of 1991 who took the SAT.

FIGURE 3
NEW MEXICO PROGRESS ECONOMIC REVIEW OF 1991
COLLEGE, UNIVERSITY AND VOCATIONAL SCHOOL ENROLLMENT*

<u>COLLEGES AND UNIVERSITIES</u>	<u>1991</u>	<u>1990^R</u>	<u>%CHANGE</u>
University of New Mexico	30,129	29,165	3.3
Clovis Community College ¹ , Clovis	2,992	—	—
Northern New Mexico Community College, Espanola	1,621	1,646	-1.5
San Juan College, Farmington	3,674	3,098	18.6
College of the Southwest, Hobbs	282	277	1.8
New Mexico Junior College, Hobbs	2,511	2,438	3.0
New Mexico State University, Las Cruces	22,241	21,404	3.9
New Mexico Highlands University, Las Vegas	2,738	2,445	12.0
United World College of the American West ² , Montezuma	204	200	2.0
Eastern New Mexico University ³ , Portales	6,253	8,341	-25.0
New Mexico Military Institute ⁴ , Roswell	419	411	1.9
College of Santa Fe, Santa Fe	1,257	1,052	19.5
Santa Fe Community College, Santa Fe	3,223	2,964	8.7
St. John's College, Santa Fe	395	409	-3.4
Western New Mexico University, Silver City	1,972	1,878	5.0
New Mexico Institute of Mining and Technology, Socorro	<u>1,454</u>	<u>1,311</u>	<u>10.9</u>
TOTAL	81,365	77,039	5.6
<u>VOCATIONAL SCHOOLS</u>			
Albuquerque Technical-Vocational Institute ⁵	17,759	17,494	1.5
Luna Vocational Technical Institute, Las Vegas	1,098	1,022	7.4
Tucumcari Area Vocational School ⁶	<u>553</u>	<u>632</u>	<u>-12.5</u>
TOTAL	19,410	19,148	1.4

* Includes all branches, fall semester, full-and part-time students.

R Revised

1 Clovis Community College was formerly a branch campus of Eastern New Mexico University (ENMU) and enrollment for prior years was included in the ENMU figures. Independent fall enrollment counts for the community college were first available in 1991.

2 United World College enrollment consists of students who are roughly equivalent to the 12th grade and the first year of college.

3 The significant decline in enrollment at Eastern New Mexico University (ENMU) is attributable to the formation of Clovis Community College, a former ENMU branch campus. Although the Clovis Campus was separated from ENMU, a smaller instructional center at Ruidoso was added.

4 The New Mexico Military Institute (NMMI) enrollment figures shown above are only for the first two years of college. Total NMMI enrollment consists of students enrolled in the 9th through 12th grades, along with the first two years of college. Total enrollment for 1991 and 1990 are 911 and 790, respectively.

5 The fall 1990 figure shown above for Albuquerque TV-I reflects a significant upward revision. The 1990 count appearing in last year's publication was preliminary and did not contain continuing education enrollment.

6 The decrease in enrollment at Tucumcari Area Vocational School is attributable to a change in the drop policy and a decrease in non-traditional studies enrollment.

Source: New Mexico Commission for Higher Education

FIGURE 4
PUBLIC INSTITUTIONS OF HIGHER EDUCATION*—DEGREES AWARDED, JULY 1990 THROUGH JUNE 1991

	% of Total Degrees, By Type						EDUCATION	
	TOTAL DEGREES AWARDED	ASSOC.	CERT.	BACHELORS	PROFESSIONAL	MASTERS	SPECIALIST	DOCTORATE
FOUR-YEAR UNIVERSITIES	7,503	4.3	—	65.5	2.2	24.6	0.3	3.1
University of New Mexico (UNM), Main Campus	3,662	2.2	—	61.9	4.6	26.6	0.6	4.2
New Mexico State University (NMSU), Main Campus	2,465	7.3	—	69.2	—	20.9	0.1	2.5
New Mexico Highlands University	246	1.2	—	66.3	—	32.5	—	—
Western New Mexico University	335	9.3	—	56.1	—	34.6	—	—
Eastern New Mexico University (ENMU), Main Campus	616	4.4	—	77.3	—	18.3	—	—
New Mexico Institute of Mining and Technology	179	2.2	—	63.1	—	25.7	—	8.9
BRANCH COLLEGES	1,305	72.3	27.7	—	—	—	—	—
UNM-Gallup Branch	172	51.7	48.3	—	—	—	—	—
UNM-Los Alamos Branch	24	91.7	8.3	—	—	—	—	—
UNM-Valencia Branch	126	72.2	27.8	—	—	—	—	—
NMSU-Alamogordo Branch	153	89.5	10.5	—	—	—	—	—
NMSU-Carlsbad Branch	119	88.2	11.8	—	—	—	—	—
NMSU-Grants Branch	49	91.8	8.2	—	—	—	—	—
NMSU-Dona Ana Branch	247	62.3	37.7	—	—	—	—	—
ENMU-Clovis Branch	243	69.5	30.5	—	—	—	—	—
ENMU-Roswell Branch	172	76.7	23.3	—	—	—	—	—
INDEPENDENT TWO-YEAR INSTITUTIONS*	755	77.1	22.9	—	—	—	—	—
San Juan College	246	83.3	16.7	—	—	—	—	—
Santa Fe Community College	89	80.8	19.1	—	—	—	—	—
New Mexico Junior College	168	88.7	11.3	—	—	—	—	—
Northern New Mexico Community College, Main Campus	48	10.4	89.6	—	—	—	—	—
Northern New Mexico Community College, Espanola Branch	204	74.0	26.0	—	—	—	—	—
VOCATIONAL-TECHNICAL SCHOOLS*	1,213	30.5	69.5	—	—	—	—	—
Albuquerque T-VI ¹ , Main Campus	1,037	24.3	75.7	—	—	—	—	—
Albuquerque T-VI ¹ , Montoya Campus	176	67.0	33.0	—	—	—	—	—
TOTAL ALL PUBLIC INSTITUTIONS*	10,776	20.6	12.8	45.6	1.5	17.1	0.2	2.1

* Data for New Mexico Military Institute, Luna Vocational Technical Institute and Tucumcari Area Vocational School are not available at this time from this source.

¹ Albuquerque Technical-Vocational Institute is a new addition to this tabulation. Source: New Mexico Commission on Higher Education.

FIGURE 5
CAREER TRAINING OPPORTUNITIES AT STATE SUPPORTED POST-SECONDARY INSTITUTIONS

1=Alamogordo, NMSU-Alamogordo

2=Albuquerque, Albuquerque T-VI

3=Albuquerque, Albuquerque T-VI, Montoya

4=Albuquerque, University of New Mexico

5=Belen/Los Lunas, UNM-Valencia

6=Carlsbad, NMSU-Carlsbad

7=Clovis, ENMU-Clovis

8=El Rito, Northern NM Community College

9=Española, Northern NM Community College

10=Farmington, San Juan College

11=UNM Gallup

12=Grants, NMSU-Grants

14=Las Cruces NM State University

15=Las Cruces, NMSU-Dona Ana

16=Las Vegas, Luna V-TI

17=Las Vegas, NM Highlands University

18=Los Alamos, UNM-Los Alamos

19=Portales, Eastern NM University

20=Roswell, ENMU-Roswell

21=Santa Fe, Santa Fe Community College

22=Santa Rosa, Luna V-TI

23=Silver City, Western NM University

24=Springer, Luna V-TI

25=Tucumcari, Tucumcari Voc.

AGRICULTURE/CONSERVATION	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Agriculture Business Management																									
Farm Related																									
Hazardous Material Technician																									
Horseshoer																									
Horticultural Worker																									
Petroleum Production Technician																									
Pre-Forestry																									
Range Ecology																									
Water Utilities Operator																									
AUTOMOTIVE/AVIATION	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Aircraft Mechanic/Aviation Science																									
Auto Body Repairer																									
Auto Mechanic/Auto Technology																									
Diesel Mechanic																									
Small Engine/Motorcycle Repairer																									
Truck Driver																									
BUSINESS/COMPUTER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Accountant/Bookkeeper																									
Banking Technician/Teller																									
Business/Management/Administration																									
Clerk/Typist/Receptionist																									
Computer Operator/Programmer																									
Computer Technician/Information System																									
Hotel/Motel/Restaurant Management																									
Legal Secretary/Legal Assistant																									
Micro Computer Business Applications																									
Real Estate Agent																									
Retail Sales Clerk/Manager																									
Secretary/Stenographer																									
Word Processing/Data Processing																									
CONSTRUCTION/REMODELING	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Air Conditioning/Heating Mechanic																									
Bricklayer																									
Building Trades Technician																									
Construction Management/Inspection																									

Electrician																										
Plumber																										
HEALTH SERVICES	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
Dental Hygiene																										
Emergency Medical Technician																										
Gerontology/Home Health Care																										
Health Education																										
Licensed Practical Nurse																										
Medical Laboratory Technician																										
Medical Secretary/Health Unit Clerk																										
Nuclear Medicine Technology																										
Nuse's Aide																										
Perioperative Registered Nurse Specialist																										
Phlebotomist																										
Pre-Health Science																										
Registered Nurse																										
Respiratory Therapist																										
X-Ray Technician																										
PERSONAL/PUBLIC SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
Baker/Chef/Cook																										
Childcare Related																										
Community Services Technician																										
Cosmetologist/Barber																										
Fire Fighter																										
Food Service Manager																										
Hospice Professions																										
Law Enforcement/Criminal Justice/Paralegal																										
Meatcutter																										
Skiing Instructor																										
Substance Abuse Counselor																										
Teacher/Library Aide																										
Waiter/Waitress																										
TECHNICAL TRADES	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
Appliance Service Repairer																										
Bio-Medical Electronics Technician																										
Commercial Printing Operator																										
Communications/Media Technician																										
Computer Assisted Drafting																										
Drafter																										
Engineering Technican																										
Electrical/Mechaical Technician																										
Electronics Technology/Fabrication																										
Fine Arts Bronze Foundry																										
Graphic Arts/General Art																										
Laser Technician																										
Industrial Maintenance																										
Instumentation																										
Machine Shop Technology																										
Power Plant Technician																										
Radiation Technician																										
Surveyor/Geological Technician																										
Welding Technology																										

Source: New Mexico Department of Education

Vocational education in New Mexico at secondary or post-secondary training institutions provides quality programs and services which are appropriate to needs and relevant to labor market demands.

Financial assistance for vocational education programs is made available to secondary and post-secondary institutions to prepare vocational students for technically oriented professions.

Vocational education supports the state's investment in the future of the workforce in New Mexico.

▼ GOVERNMENT FUNDED TRAINING

Job training and education programs have had tremendous impact on the development of New Mexico's workforce and its ability to respond to the demands of businesses. New Mexico rises to the challenge of competing in a global economy by enhancing and developing workers' skills.

New Mexico workers develop essential skills through on-the-job training, classroom training and work experience programs, many of which are funded by the state.

New Mexico has two cost-sharing training programs to assist companies locating in the state. The local economic development organization, in conjunction with the State Economic Development Department and the State Department of Labor, can assist a company in accessing these programs.

JOINT TRAINING PARTNERSHIP ACT (JTPA)

New Mexico's ability to compete in a global economy depends on quality education and the continued training of our labor force. The federal Joint Training Partnership Act (JTPA) provides classroom and on-the-job training to economically disadvantaged individuals, older workers and dislocated workers.

The partnerships JTPA supports between business and government result in real dollar savings by providing free placement of competent trainees to meet the employment needs of business.

The cost of recruiting, screening and testing of applicants is borne by the Local Service Center (LSC) of the New Mexico Department of Labor.

The State's post-secondary educational institutions offer facilities, equipment and appropriate machinery for utilization in the training programs.

Participants in on-the-job training are considered employees of the company. Participants in classroom training (pre-employment) are not employees of the company.

REIMBURSABLE PROGRAM TRAINING COSTS:

- | | |
|--|------|
| A. Participants' wages for on-the-job training (up to 1,040 hours) | 50% |
| B. Supportive services for training participants, i.e., assistance for travel, child care and subsistence allowance | 100% |
| C. Targeted Jobs Tax Credit (TJTC) to employer for federal tax relief equal to 40% of the first \$6,000 of the participant's wages during the first year of employment for a maximum credit of \$2,400 per employee. Participant must meet federal qualifications. | |

Economically and academically disadvantaged youth and adults benefit from JTPA educational and vocational programs. Under Title II-A, adults and youth can receive on-the-job and classroom training year-round. Title II-B provides summer youth employment and training programs. Under the Economic Dislocation Worker Adjustment Assistance program (Title III), training, basic readjustment and supportive services are offered to dislocated workers, long-term unemployed and individuals who have received notice of layoff.

• On-the-Job Training (OJT)

Trainees are placed in full-time jobs to acquire skills and prepare for the job market while earning wages.

• Classroom Training (CRT)

Technical/Vocational, proprietary schools, colleges, and universities offer classroom training to JTPA participants to help them improve their basic skills, obtain a high school diploma, or specialize in vocational or other occupational training.

• Customized Training

Classroom and on-the-job training may be combined to develop a customized training program to respond to industry requirements.

• Summer Youth Employment and Training Programs

Youth between the ages of 14-21 receive work experience,

enhance their basic education abilities, and earn wages to help them through the school year.

- **Save up to 50% of payroll costs**

An employer participating in on-the-job training programs may realize up to 50% of trainees' wages for up to six months during the training period.

- **Tailor training to fit your business' needs**

Customized classroom or on-the-job training programs may be designed to meet the occupational training requirements of an employer.

- **Qualify for Tax Credits**

Employers who retain JTPA trainees as permanent employees qualify for tax credits up to 40% of the first \$6,000 in wages amounting to a maximum of \$2,400 through the Targeted Jobs Tax Credit program.

- **Receive free professional employment and placement services**

Employment and training specialists recruit and screen eligible trainees to match their interests and aptitudes with specific occupations and industries.

- **Gain long-term productive employees**

The increased productivity of a well-trained worker becomes a valuable asset to the company or agency and reduces turnover rates benefiting the employer, employee, and ultimately the economic base of New Mexico.

▼ IN-PLANT TRAINING PROGRAM

Sponsored by the State of New Mexico, the In-Plant Training Program provides both pre-employment (classroom) and on-the-job training similar to the JTPA program, but it is not restricted to economically disadvantaged individuals.

This program places an emphasis on industries which manufacture or assemble a product. Under some circumstances, assistance can be provided to non-retail businesses in the service sector. The principal factor in evaluating proposals from service sector businesses is the extent to which the service provided by the company will be exported to the other states or will reduce the need for importing a service to New Mexico.

The company has sole authority in the final selection of trainees and employees.

REIMBURSABLE PROGRAM TRAINING COSTS:

A. On-the-job participants starting hourly wages (up to 1,040 hours)	50%
B. Educational institution trainers, wages	100%
C. Outside or consultant trainers' wages	50%
D. Travel and lodging costs of trainers	50%
E. Instructional materials (educational institutions only)	100%

Certain restrictions apply:

- A. Training applicants must be U.S. citizens and residents of New Mexico for a minimum of one year.
- B. Trainees must be guaranteed full-time, year-round employment with the company upon successful completion of training.
- C. At the close of the project, the company will arrange a compliance audit with an independent accounting firm.
- D. The In-Plant Training Board uses the Dictionary of Occupational Titles and Specific Vocational Program (SVP) as the guide in the establishment of training hours for a job classification. If a request is outside the DOT/SVP guide in training hours, then the following wage scale would be used in place of the DOT/SVP guide as follows:
 - a. \$4.35 to \$6.49 per hour = 500 hours training
 - b. \$6.50 to \$8.99 per hour = 750 hours training
 - c. \$9.00 plus per hour = 1,040 hours training

If a conflict occurs between the wage scale and the DOT/SVP guide, then the training hours approved would be the lesser of the two, but in no case greater than the DOT/SVP guide.

▼ NEW MEXICO SMALL BUSINESS DEVELOPMENT CENTER NETWORK

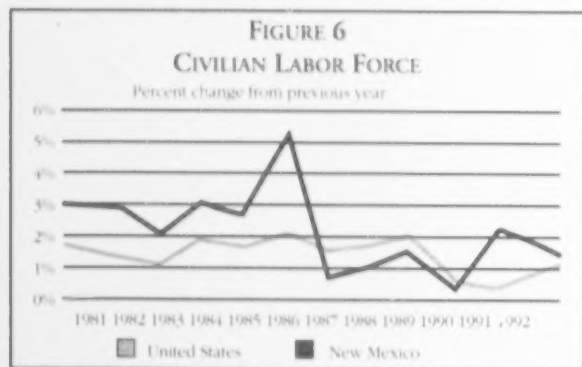
SBDC is a program sponsored by the Small Business Administration and the New Mexico Association of Community, Junior and Technical Colleges. It operates a network of service centers affiliated with the state's 17 post-secondary vocational-technical institutions, offering training, counseling, resource materials, and referrals to existing and start-up businesses.

▼ LABOR FORCE/AVAILABILITY

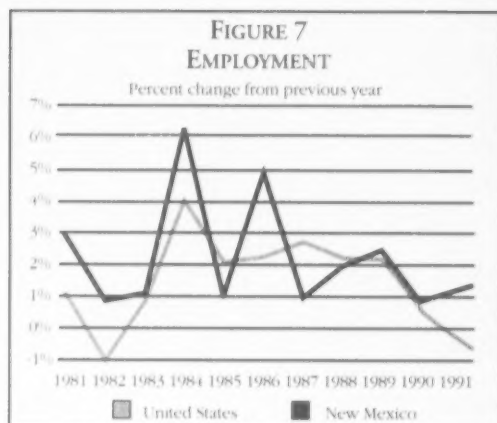
The New Mexico civilian labor force grew more quickly than the entire United States' civilian labor force from 1981 to 1986, before dropping sharply in 1987 to below the national growth rate, where it remained for 4 years (see Figure 6). This past year, however, the New Mexico civilian labor force growth rate of 2.1% surpassed the national rate of 0.4%. New Mexico employment growth fluctuated around the national rate during the 1980s, with very similar rates from 1988 to 1990 (see Figure 7). However, in 1991, New Mexico showed an increase of 1.4%, while employment overall in the United States decreased 1%.

Unemployment rates of change followed the national pattern in the early 1980s, increased significantly above the national rate in 1985, then consistently dropped back down during the second half of the decade. They have remained below the United States' rates for four years now (see Figure 8).

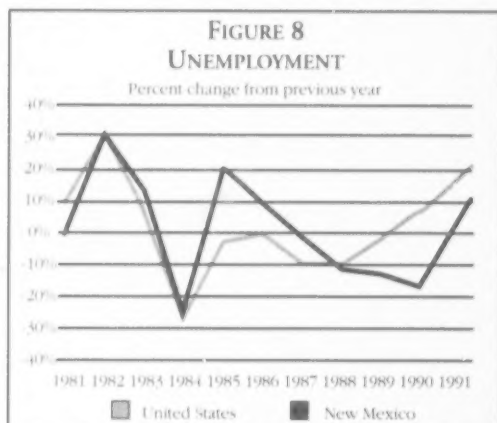
Compared to the United States, New Mexico has significantly more government and mining employment and less manufacturing (see Figures 9 & 10). The largest employ-



Source: New Mexico Department of Labor Annual Planning Indicators



Source: New Mexico Department of Labor Annual Planning Indicators



Source: New Mexico Department of Labor Annual Planning Indicators

ment sectors in New Mexico are government, services and trade, accounting for three-quarters of total non-agricultural employment. Manufacturing maintained steady growth from 1983 to 1990, with 1988 and 1989 being particularly strong years. Most of this growth was in the areas of electronics and transportation manufacturing. However, employment decreased 4.1% in 1991. Manufacturing employment is expected to decrease again in 1992 (approximately 1.1 percent) and then increase in 1993 (1.5 percent).

Source: Bureau of Business and Economic Research, University of New Mexico, "FOR-UNM Short Term Forecast," March 13, 1992 and the New Mexico Department of Labor, "Labor Market Annual Planning Indicators," May 1992.

FIGURE 9
NEW MEXICO EMPLOYMENT BY INDUSTRY
1991 AVERAGES

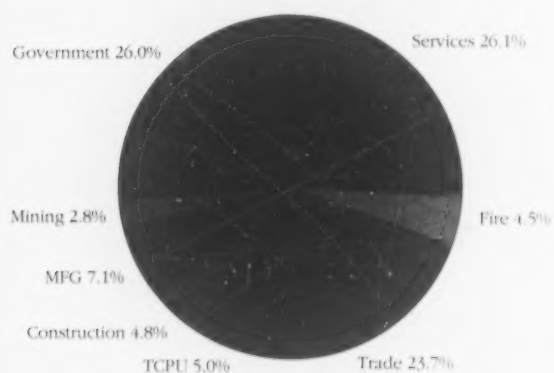
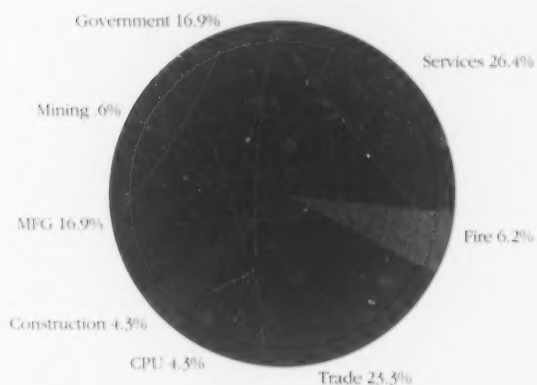


FIGURE 10
UNITED STATES EMPLOYMENT BY INDUSTRY
1991 AVERAGES



A 1990 Manufacturing Climates study conducted by Grant Thornton ranked New Mexico the lowest among the Southwestern states in person-hours lost. The study also ranked New Mexico the 13th lowest in the nation in union membership (9.4%).

The 1990 Annual Survey of Manufacturers revealed a 629% growth in New Mexico's value added by manufacture

dollar during the period 1972-1990 (see Figure 11). Taking into account the production workforce has increased by only 62% in that same time period, this demonstrates the tremendous capacity of New Mexico's labor force. Work stoppages are very rare and cooperative efforts of labor and management have preserved the state's reputation as a labor-peace state.

FIGURE 11
MANUFACTURING GROWTH

Year	Production Workers				Value added by Manufacture Dollar (million dollars)
	Number (1,000)	Hours (millions)	Wages (million dollars)		
1990	27.8	52.3	509.1		2,252.1
1989	26.9	51.5	495.5		2,113.3
1988	23.9	47.5	432.4		1,941.1
1987	23.7	47.3	432.5		1,652.9
1982	22.2	41.8	296.6		1,397.7
1977	20.9	39.5	183.8		733.5
1972	17.2	32.9	96.0		358.0

Source: Annual Survey of Manufacturers, 1990 United State Department of Commerce Bureau of the Census

[Between 1972 and 1990, New Mexico's value added by manufacture dollar grew 629%.]

FIGURE 12
SCIENTISTS AND ENGINEERS PER 1,000 WORKERS 1992

New Mexico.....	50.0
Arizona.....	37.0
California.....	56.2
Colorado.....	64.8
Idaho.....	44.8
Nebraska.....	37.8
Nevada.....	52.5
Oklahoma.....	46.1
Texas.....	46.2
Utah.....	53.4

Source: National Science Foundation

FIGURE 13
NEW MEXICO WAGE SURVEY, JULY 1991 – AUGUST 1992

<u>OCCUPATION</u>	<u>AVERAGE ENTRY WAGE</u>	<u>WEIGHTED AVERAGE</u>	<u>MEDIAN</u>	<u>LOWEST REPORTED</u>	<u>HIGHEST REPORTED</u>	<u>NUMBER OF FIRMS</u>	<u>NUMBER OF EMPLOYEES</u>
Accountant	10.26	14.79	12.50	6.50	28.85	45	116
Administrative Assistant	8.04	10.14	9.13	4.25	23.56	327	518
Aircraft Mechanic	8.86	11.15	*	8.68	13.44	4	28
Appliance Repairer	5.88	9.24	7.98	5.25	13.00	24	108
Architect	13.12	16.56	17.40	14.00	20.00	5	24
Assembler, Manufacturing	5.38	6.23	5.15	7.33	7.38	13	404
Auto Body Repairer	9.33	10.81	10.63	6.00	15.00	20	65
Auto Mechanic	9.52	12.49	12.45	6.00	19.23	55	393
Auto Repair Service Estimator	7.27	11.14	10.00	5.77	23.09	35	61
Bagger	4.25	4.35	4.35	4.00	5.62	41	492
Baker	5.14	6.55	5.68	4.25	11.50	60	208
Bartender	4.65	4.98	5.00	3.50	9.00	55	184
Bellhop/Porter/Doorman	4.14	4.36	4.50	3.39	5.50	14	57
Bookkeeper	7.14	8.79	8.50	4.25	30.00	479	658
Buyer	7.13	8.86	9.24	5.20	17.75	35	83
Carpenter	8.39	10.52	10.00	5.00	17.40	64	459
Cashier, Restaurant	4.46	4.79	4.50	4.25	6.67	85	571
Cashier/Checker	4.59	6.01	5.00	4.25	11.62	147	2115
Child Care Worker	4.94	5.08	5.22	4.25	8.89	18	138
Civil Engineer	14.17	19.80	20.06	10.26	25.16	18	103
Civil Engineering Technician	8.73	11.69	12.13	6.50	15.00	13	67
Clerk, Accounting	6.33	7.82	7.50	4.25	21.03	522	931
Clerk, Counter	4.58	5.06	5.00	4.25	7.50	13	55
Clerk, Desk	4.71	5.55	5.00	4.25	10.00	58	350
Clerk, File	5.05	6.03	5.50	4.25	11.79	195	301
Clerk, General	5.58	7.46	6.35	4.25	18.88	353	1185
Clerk, Insurance	6.01	8.85	7.27	4.65	16.00	24	126
Clerk, Medical Insurance	6.44	7.36	7.50	5.00	12.02	49	130
Clerk, Sales	5.18	6.34	6.00	4.25	16.83	127	1832
Computer Operator	7.60	9.31	8.70	4.75	21.56	72	185
Computer Programmer	13.26	17.04	16.01	8.63	29.09	15	71
Computer Systems Analyst	13.47	18.56	16.23	8.00	24.42	20	71
Concrete Finisher	8.85	9.08	9.57	6.00	17.00	24	98
Construction Inspector	11.15	15.51	15.00	5.77	17.55	15	40
Construction Laborer	6.00	7.27	7.00	4.50	12.21	103	1383
Construction Supervisor	11.98	15.16	14.74	7.11	35.00	95	312
Cook, Restaurant	4.86	5.59	5.50	4.25	12.50	112	688
Cook, Short Order	4.52	4.92	4.75	4.25	8.00	89	865
Cosmetologist/Hairdresser	5.06	5.33	*	5.00	7.00	3	62
Counselor	8.25	9.70	9.32	4.82	15.50	28	204
Counter Attendant/Cafeteria	4.22	4.56	4.48	2.10	5.90	23	301
Data Entry Keyer	5.34	5.99	6.00	5.00	8.14	26	69
Delivery/Route Driver	5.68	7.52	6.50	4.25	16.75	101	474
Dental Assistant	5.66	6.48	6.97	5.00	9.00	9	34
Dental Hygienist	14.36	18.30	17.50	10.82	21.00	5	11
Derrick Operator	8.48	8.49	9.00	6.05	11.05	18	194
Dining Room Attendant	3.90	4.04	4.25	2.01	5.25	66	301
Dispatcher	8.50	9.80	8.78	6.50	14.55	11	14
Drafter	7.70	10.33	10.00	5.00	16.00	35	135
Electrical Engineer	16.70	24.36	23.86	17.20	36.00	24	145

FIGURE 13 (CONTINUED)

<u>OCCUPATION</u>	<u>AVERAGE ENTRY WAGE</u>	<u>WEIGHTED AVERAGE</u>	<u>MEDIAN</u>	<u>LOWEST REPORTED</u>	<u>HIGHEST REPORTED</u>	<u>NUMBER OF FIRMS</u>	<u>NUMBER OF EMPLOYEES</u>
Electrician	10.65	14.15	13.50	7.50	19.70	23	337
Electronic Equipment Repairer	7.17	10.12	*	6.00	14.32	3	8
Electronic Technician	9.16	14.83	12.65	4.69	18.00	19	295
Financial Manager	13.18	17.56	15.87	5.13	50.00	306	322
Food Batchmaker	5.51	5.97	6.20	4.40	10.75	8	34
Forklift Operator	5.88	6.75	6.75	4.65	11.50	28	160
Gardener/Groundskeeper	4.95	5.31	4.84	4.25	10.00	23	29
General Manager	15.11	19.55	17.31	4.62	72.17	624	744
Geologist/Geophysicist	14.14	19.67	21.50	10.42	32.69	19	62
Heavy Equipment Operator	8.80	10.16	10.00	5.77	17.35	78	512
Host/Hostess	4.78	5.47	5.00	3.00	12.00	60	171
Illustrator/Graphic Artist	9.56	9.73	10.76	5.95	15.56	14	26
Inspector, Manufacturing	7.22	8.35	9.95	4.75	16.27	16	49
Instrument Repairer	9.14	10.40	*	10.00	17.82	3	33
Insurance Adjuster	8.41	15.03	10.53	8.22	18.87	6	51**
Janitor/Cleaner	4.92	4.98	5.20	4.25	7.50	19	325
Kitchen Helper	4.36	4.69	4.50	3.35	7.25	106	506
Lawyer	16.21	30.32	23.26	13.46	85.54	17	132
Legal Messenger	4.81	6.08	5.61	4.25	9.13	13	18
Loan Officer	10.02	15.35	13.55	7.07	27.64	46	253
Machine Presser	4.38	5.04	5.00	4.04	6.00	12	69
Machinery Mechanic	8.71	12.19	10.00	5.60	18.48	71	444
Machinist	7.55	10.24	10.38	5.00	15.62	18	187
Maintenance Repairer, General	5.57	6.97	6.44	4.01	13.96	101	305
Manager, Office	8.82	11.37	10.27	4.62	36.25	449	583
Manager, Restaurant	6.45	7.60	7.00	4.25	17.31	107	270
Manager, Retail Store	8.33	9.64	9.32	4.55	32.05	96	230
Manager, Sales	11.11	14.49	13.07	4.89	38.49	241	362
Manager Trainee	6.80	7.67	7.85	4.00	16.10	79	125
Marketing/Advertising Manager	12.49	15.67	14.42	5.12	41.80	165	194
Meat Cutter	6.11	8.62	8.00	5.00	17.31	46	231
Mechanical Engineer	16.46	21.12	20.13	9.62	35.00	21	52
Medical Assistant	6.46	7.39	7.74	5.43	10.50	25	88
Medical Lab Technician	8.63	15.18	10.50	6.73	19.50	21	119**
Mining Machine Operator	10.65	13.12	13.00	5.00	16.17	11	365
Motel Room Cleaner	4.42	4.80	4.80	3.86	10.00	58	756
Nurse, LPN	8.91	10.00	10.00	7.69	16.64	65	434
Nurse, Registered	12.37	14.65	14.00	8.75	20.00	68	596
Nurse Aide	4.80	5.01	5.04	4.25	7.50	49	1206
Packager	5.35	5.36	5.51	4.25	12.82	30	397
Painter, Automotive	9.11	11.32	12.00	4.75	15.00	14	26
Paralegal	9.42	11.42	11.67	8.21	17.56	17	66
Personnel Manager	11.02	13.63	12.32	5.00	40.42	191	209
Petroleum Engineer	18.31	21.88	22.00	12.32	40.00	17	62
Photographer	6.68	8.56	7.25	5.25	11.00	15	29
Physician Assistant	16.16	17.24	17.00	10.00	37.50	13	33
Physicist	21.99	27.82	30.00	21.04	38.46	9	34
Plumber	9.11	13.39	11.50	7.59	23.00	25	200
Printing Press Operator, Large	6.82	9.28	8.25	5.50	14.90	18	55
Printing Press Operator, Small	6.93	9.13	8.57	5.50	12.40	9	24

FIGURE 13 (CONTINUED)

<u>OCCUPATION</u>	<u>AVERAGE ENTRY WAGE</u>	<u>WEIGHTED AVERAGE</u>	<u>MEDIAN</u>	<u>LOWEST REPORTED</u>	<u>HIGHEST REPORTED</u>	<u>NUMBER OF FIRMS</u>	<u>NUMBER OF EMPLOYEES</u>
Printing Worker, Pre-Press	6.23	9.63	7.00	4.50	14.00	15	40
Purchasing Manager	10.14	12.66	12.01	4.62	30.79	160	184
Receptionist	5.51	6.35	6.16	4.25	13.34	449	714
Rotary Drill Operator	12.02	12.90	13.00	11.00	14.80	5	50
Roustabout	7.66	8.12	8.27	5.00	15.80	32	450
Salesperson, Parts	6.26	8.78	8.00	4.25	17.32	45	135
Seamstress	4.57	5.77	5.00	4.04	8.00	11	21
Secretary	6.33	8.04	7.50	4.25	14.42	242	660
Secretary, Executive	7.51	9.48	9.18	4.55	17.60	236	299
Secretary, Legal	8.24	11.04	10.47	7.69	16.48	15	120
Secretary, Medical	6.74	8.23	7.33	5.00	12.02	26	55
Security Guard	5.41	9.17	5.37	4.25	12.50	20	684**
Service Station Attendant	4.53	5.22	4.85	4.25	7.25	19	302
Sheet Metal Worker	8.30	11.67	11.00	6.18	17.33	23	169
Shipping/Receiving Clerk	5.29	6.65	6.33	4.25	17.31	101	226
Social Worker	7.92	8.26	9.60	4.75	13.85	20	84
Stock Clerk	4.88	6.86	5.50	4.24	11.78	120	751
Structural Metal Fabricator	5.50	6.24	*	6.00	7.50	4	33
Surveyor	10.73	10.60	12.50	8.00	20.00	9	48
Surveyor Helper	6.00	6.60	7.00	5.40	8.60	7	29
Teacher Aide	5.23	5.66	5.50	4.25	7.95	16	142
Teacher, Elementary	9.49	12.35	*	6.10	15.00	3	7
Teacher, Preschool	7.92	7.09	8.50	4.75	15.00	19	125
Teller	5.09	6.04	6.00	4.65	9.29	42	602
Title Examiner	7.54	10.50	9.82	6.64	13.82	7	36
Truck Driver, Heavy	7.90	9.87	8.60	6.05	16.16	75	794
Truck Driver, Light	5.66	7.17	7.00	4.50	15.00	57	232
Truck Driver, Tractor Trailer	7.19	7.76	8.00	5.75	14.25	23	123
Truck Mechanic	7.96	10.52	10.00	5.00	18.00	64	191
Typesetting Machine Operator	6.01	7.44	8.50	4.75	10.00	16	29
Typist	5.98	6.82	6.81	4.25	12.00	48	94
Underwriter	8.34	10.28	9.62	7.00	19.59	11	57
Waiter/Waitress	2.71	3.48	2.35	2.01	9.00	125	1528
Welder	8.46	11.30	9.96	6.00	22.34	54	294
Wellhead Pumper	9.98	14.66	12.00	6.54	17.09	23	192
Word Processor	6.50	8.08	7.79	4.25	12.71	85	149
Writer/Editor	8.26	9.61	9.28	6.85	14.30	12	77
X-Ray Technician	9.99	11.77	11.97	9.51	14.30	24	82

*Insufficient data

**One large employer paid significantly higher or lower wages than other employers.

Source: New Mexico Department of Labor — June 1993

ENERGY
AND
NATURAL
RESOURCES

ENERGY AND NATURAL RESOURCES

Because of its considerable resource base, New Mexico continues to be among the largest energy producing states in the nation. In 1992, New Mexico ranked 4th in natural gas production (965 billion cubic feet), 7th in oil production (70.4 million barrels), 14th in coal (21.5 million tons), and 6th in uranium (179,000 lbs).

In addition to these traditional fuels, New Mexico contains an abundance of geothermal energy resources. At least 20 of the state's 33 counties have geothermal resources with temperatures ranging from 70 to 500 degrees Fahrenheit. Many of these proven resources are currently being used in a variety of direct-use applications, including space heating of commercial buildings and greenhouses. The two largest geothermally-heated greenhouses in the nation are located in southern New Mexico. Although there are currently no geothermal power plants in the state, several areas have high enough temperatures to generate electricity using naturally occurring steam or hot dry rock technologies. These methods are currently being developed by Los Alamos National Laboratory at Fenton Hill, located in the Jemez Mountains near Los Alamos, New Mexico.

As with geothermal energy, New Mexico has a large but mostly untapped potential in renewable energy resources, including solar, wind, biomass, and hydropower. Considerable progress was made during the 1980s regarding the on-site development of solar energy resources.

New Mexico has a great wealth of natural resources, and the state's reserves of energy resources comprise a considerable portion of the total U.S. energy resource base. In 1991, New Mexico maintained its position as the second leading copper producer in the nation with 558.4 million pounds extracted. In addition, the state ranked 1st in potash and perlite, accounting for over 80% of national production in both commodities. New Mexico ranked 7th in silver and 12th in gold production. As of December, 1991,

New Mexico had 451 active, intermittent and recently inactive mines, mills, quarries, and smelters registered with the Energy, Minerals and Natural Resources Department.

▼ NATURAL GAS

New Mexico ranks second in the country in natural gas resources. In 1991, New Mexico's proven natural gas reserves totalled 19,814 billion cubic feet.

NATURAL GAS RESERVES ARE CONCENTRATED IN SEVERAL AREAS:

- 85% of the conventional gas-well gas reserves are in San Juan Basin of northwestern New Mexico in Cretaceous Age sandstones of very low permeability.
- Over 90% of the oil-well gas reserves are in the Permian Basin of southeastern New Mexico.
- Cretaceous and Tertiary Age coals in the Raton Basin of north-central New Mexico may be another future source of natural gas.
- Two large carbon dioxide resources exist in Bravo Dome in northeastern New Mexico.

Also, New Mexico has abundant supplies of natural gas liquids. Proven reserves of natural gas liquids in 1989 were 933 million barrels. Production of natural gas liquids that year totaled over 50 million barrels. Natural gas liquids can be extracted from either "associated" natural gas (produced in association with crude oil) or "nonassociated" natural gas ("dry gas" produced independently of crude oil). Some of the reserves are from condensate produced on oil and gas leases. Most are from extraction at natural gas processing plants.

Almost 95% of New Mexico's natural gas production is located in four counties — two in the southeastern corner of the state and two in northwestern New Mexico.

▼ ELECTRICITY

Electricity is a secondary energy resource. It is generated through the use of a primary source such as coal, natural gas, solar power, oil, nuclear, or hydropower. Over 90% of the electricity generated within New Mexico comes from coal-burning plants. Natural gas, hydropower, and petroleum make up the remaining 10%. Coal-fired genera-

tion assumed its major role with the start-up of the Four Corners Power Plant in the early 1960s. Its growth continued with the opening of the San Juan Generating Station in the mid-1970s, and in 1985 with the 235 megawatt (MW) Escalante Generating Station near Prewitt. While more than 500 MWs of power are imported from Texas and Arizona to supplement or partially meet the needs of in-state utility customers, New Mexico is a net exporter of electric power. The chief markets for New Mexico electricity are California, Arizona, and Texas.

The electric utility industry continues to play an important part in the energy sector of the state's economy. The total revenues received from the sales of reasonably priced electricity in 1989 were \$967 million. Not only is a dependable supply of reasonably priced electricity necessary for continued development and employment in all sectors of the economy, but electric utilities themselves provide a market for substantial quantities of coal and natural gas produced within the state.

HYDROELECTRIC GENERATION SYSTEMS

Abiquiu, Rio Arriba County
Size: 15,000kw (active station)
Owner: County of Los Alamos
Alamogordo, Otero County
Size: 60kw
Owner: City of Alamogordo
Cloudcroft, Otero County
Size: 15kw
Owner: William Breedlove
El Vado Dam, Rio Arriba County
Size: 8,000kw
Owner: County of Los Alamos
Farmington, San Juan County
Size: 200kw
Owner: City of Farmington
Navajo Reservoir, San Juan County
Size: 30,000kw
Owner: City of Farmington
Raton, Colfax County
Size: 30kw
Owner: Sugarite Ski Area
Reserve, Catron County
Size: 10kw
Owner: Catron School

Source: New Mexico Energy, Mineral, and Natural Resources Department

▼ CRUDE OIL

In 1991, New Mexico ranked seventh nationally in crude oil production. 70.4 million barrels were produced, with a sales value of \$1.36 billion. As is true with natural gas, much of the state's oil production comes from small producers.

Much of the oil produced in New Mexico is transported to refineries in West Texas and the Texas Gulf Coast. However, in 1990, 38% of the state's production went to in-state operating refineries. These operating refineries (two in Bloomfield, one in Ciniza, and one in Artesia) received nearly 33 million barrels of crude oil and components in 1990, almost all of which was produced in New Mexico. Crude oil is transported from producing wells by crude oil gathering pipelines operated by the refineries or gathered and shipped to crude oil pipeline tank farms for transportation to a New Mexico, West Texas, or Texas Gulf Coast refinery.

▼ CARBON DIOXIDE

The largest proven reserves of carbon dioxide (CO₂) in the United States are located in northeastern New Mexico in the Bueyeros or Bravo Dome area of Harding and Union counties. In-place reserves within the field are estimated to be 16.3 trillion cubic feet, of which 7.0 to 10.6 trillion cubic feet are considered to be recoverable with currently available technology.

Carbon dioxide as a gas, liquid, or solid has historically enjoyed a wide variety of uses in refrigeration, beverages, cryogenics, and as an inert shield. The use of CO₂ flooding as an enhanced oil recovery technique has, in recent years, greatly expanded the demand for CO₂ nationwide. The proximity of New Mexico CO₂ fields to the large oil fields in the Permian Basin of western Texas and southeastern New Mexico has dramatically increased the development prospects of the state's CO₂ deposits.

The largest percentage of CO₂ produced in New Mexico is transported by pipeline to Texas, primarily for application in enhanced oil recovery operations. Three pipelines carrying CO₂ are licensed by the New Mexico State Corporation Commission: the Shell Mobile Line, the ARCO Oil and Gas Company line, and the AMOCO pipeline.

A potential use of New Mexico's carbon dioxide is as a transportation medium for coal in slurry pipelines. Coal and liquid CO₂ can be mixed to form a slurry in New

Mexico, pumped through the pipeline, and then separated again in Texas, where the coal would be burned to produce electricity and the CO₂ would be used for enhanced oil recovery.

▼ GEOTHERMAL RESOURCES IN NEW MEXICO

New Mexico's geothermal resource potential is exhibited in more than 300 known thermal springs and wells. Geothermal resources, with temperatures ranging from 70°F to greater than 225°F, have been identified in 20 New Mexico counties. Twelve known Geothermal Resources Fields (KGRFs) have been designated by the State Land Office as having potential to produce geothermal fluids in commercial quantities, while the U.S. Geological Survey has designated six areas of federal land in New Mexico as known Geothermal Resource Areas (KGRAs).

High-temperature geothermal reservoirs can yield steam to drive generators for the production of electricity. The Valles Caldera area in Los Alamos, Rio Arriba, and Sandoval counties contains proven high temperature geothermal resources, with observed temperatures in excess of 500°F. The Radium Springs and Rincon sites in Doña Ana County and Lightning Dock/Animas Valley in Hidalgo county have exhibited significant potential to produce moderate-temperature resources.

Low temperature reservoirs yield hot water that can be used directly or through various heat-exchanger systems for such applications as space and domestic water heating, aquaculture, and vegetable dehydration.

New Mexico is a national leader in proven low-temperature geothermal resource potential, and the state has witnessed a growing interest by commercial greenhouse operators in the use of geothermal energy as an alternative to space heating with natural gas and other conventional fuels.

▼ RENEWABLE ENERGY RESOURCES AVAILABLE IN NEW MEXICO

• Solar

New Mexico is fortunate to receive some of the highest levels of solar energy in the country and has emerged as a world leader in solar energy development and application. Current uses of solar energy in the state include both thermal and electrical applications, with thermal predominat-

ing. Between 1980 and 1989, over 40,000 active and passive solar systems were installed in New Mexico, representing use in 7 percent of New Mexico households.

• Wind

The contribution of wind energy to New Mexico's total energy production is significant, although it can not be quantified. There are over 40 small wind energy conversion systems (WECS) currently operating in the state, and an estimated 5,000 functioning water pumping windmills. WECS have potential for pumping for wells, aqueducts, and irrigation systems; desalination of water; systems for compressing air; drying and refrigerating crops; and the generation of electricity for remote locations.

• Biomass

Biomass can be used to produce energy in two ways: the direct combustion of vegetation into heat energy and the processing of vegetation into fuels. A broad spectrum of research and development activities as well as commercial applications of biomass energy are found in New Mexico, among them the production of algae, aquaculture, hydrogen production, buffalo gourd production and anaerobic digestion. Three main sources of biomass energy in the state are agricultural products, municipal wastes, and industrial residues. Much of this biomass material is already utilized as animal feed and fertilizer.

• Ethanol

New Mexico is the leading producer of ethanol in the Southwest. With three major plants in operation, current annual production capacity is 14 million gallons. New Mexico has reduced state fuel taxes for ethanol-blended fuel which uses ethanol produced in New Mexico.

Ethanol, an environmentally benign material in terms of air, water, and handling considerations, is produced from renewable resources such as corn, wheat, sugar cane, grain sorghum (milo) or any raw material containing such carbohydrates as starch, sugar or cellulose. In New Mexico, corn, wheat and grain sorghum are used as the major feed-stocks for ethanol production. The ethanol industry has provided a major new market for grain sorghum grown by New Mexico farmers.

- Hydropower

Many undeveloped hydropower sites exist in New Mexico. Studies by the U.S. Bureau of Reclamation in 1980 and the U.S. Army Corps of Engineers in 1977 concluded that 18 of the largest hydroelectric sites would be capable of generating a total of 3,504 million kilowatt-hours per year. Hydropower has the potential to play a significant role in meeting site-specific energy needs. Seven hydroelectric systems operating in New Mexico as of December 1989 have a total electrical generating capacity of 50,305 kilowatts.

TECHNOLOGY DEVELOPMENT

TECHNOLOGY
DEVELOPMENT

TECHNOLOGY DEVELOPMENT

New Mexico is a nationally recognized leader in technology transfer and commercialization.

The state's teamwork approach — developing partnerships among the federal laboratories, universities, state government, business assistance groups, and private industry — is designed to establish a strong state-wide technology-driven private sector through leveraging public institutional and financial resources with private business initiatives to produce economic growth.

According to the National Science Foundation (1989):

"New Mexico ranks 1st among the 50 states in the ratio of R&D performance to gross state product."

Federal Technology Sector

- New Mexico ranks 4th nationally in federal R&D performance
- \$8.4 billion in generated economic activity
 - 83,000 generated jobs
- \$1.2 billion in research, development, testing and evaluation equipment

University Technology Sector

- New Mexico ranks 4th nationally in R&D performance
 - \$400 million in generated economic activity
 - 12,000 generated jobs
 - \$100 million in facilities and equipment

Private Technology Sector

- New Mexico ranks 21st nationally in R&D performance
 - \$1.7 billion in generated economic activity
 - 25,000 generated jobs

The State of New Mexico serves as a catalyst to develop technology alliances between New Mexico's federal laboratories and test facilities, universities, the private sector and the state.

This is accomplished by a wide range of special initiatives designed to assist the facilitation of technology utilization, and by the Manufacturing Productivity Center, which creates a channel between the federal laboratories, universities and New Mexico-based manufacturers and entrepreneurs.

The Center also assists manufacturing firms in business management and industrial engineering.

▼ STATE TECHNOLOGY ASSISTANCE RESOURCE SYSTEM (STARS)

STARS is a cooperative effort between public and private economic development, business assistance and research organizations around the state. It provides New Mexico businesses with fast, easy access to general business assistance, technical assistance and federal laboratory and university resources.

STARS can help obtain the most appropriate assistance for business needs, access literally thousands of literature databases from around the world, locate appropriate vendors, get in touch with over 10,000 experts in various technical fields and tap into federal laboratory and university resources.

Many of STARS' services are available at no charge to small businesses. Some services require a fee, depending upon the assistance organizations involved and the degree of assistance requested.

SERVICE CENTERS

Alamogordo	434-5272
Albuquerque	224-4246
Carlsbad	887-6562
Clovis	769-4136
Espanola	753-7141
Farmington	326-4321
Gallup	722-2220
Grants	287-8221
Hobbs	392-5614
Las Cruces	527-7640
Las Vegas	454-2595
Los Alamos	662-0001
Los Lunas	865-9596
Roswell	624-7133
Santa Fe	438-1343
Silver City	538-6320
Tucumcari	461-4413

Or, call the SBDC's state-wide toll-free number, 1-800-281-SBDC.

STARS is sponsored by the New Mexico Economic Development Department, Technology Enterprise Division, and New Mexico Small Business Development Center.

STARS assistance providers include New Mexico Economic Development Department, Technology Enterprise Division; New Mexico Small Business Development Center; New Mexico Manufacturing Productivity Center; Los Alamos National Laboratory; Phillips Laboratory; Sandia National Laboratories; New Mexico Universities; New Mexico Association of Community, Junior and Technical Colleges; One-Stop Shop; Technet; and TelTech.

▼ NEW MEXICO ECONOMIC DEVELOPMENT DEPARTMENT

TECHNOLOGY ENTERPRISE DIVISION

The Technology Enterprise Division has the mission of developing a strong statewide technology-driven private sector through leveraging public institutional and financial resources with private business initiatives to produce economic growth from the state's technology base. As a component of this mission, the Division administers the technology transfer contract between the State of New Mexico and the U.S. Air Force.

The Division's programs are organized around three independent and overlapping functional areas:

Manufacturing — The Division provides and/or facilitates services and resources to the existing manufacturing base to enhance the ability of existing manufacturers to compete for an increased market share of in-state and out-of-state markets. The New Mexico Manufacturing Productivity Center is a key component of this activity.

Technology Alliance — The Division stimulates economic development through statewide utilization of publicly-funded technologies and technical resources through the development of "user friendly" access mechanisms and relationships. The State Technology Assistance Resource System (STARS) plays a major role in this effort.

Communications — The Division provides information dissemination of opportunities for technology utilization,

models of technology transfer program results, and tracking. The Economic Development Communications Office supports the Division in this activity.

Technology Enterprise Division
New Mexico Economic Development Department
Joseph M. Montoya Building
1100 St. Francis Drive
Santa Fe, NM 87503
(505) 827-0265
FAX (505) 827-0588

▼ GOVERNOR'S COMMITTEE ON TECHNICAL EXCELLENCE

The Governor's Committee on Technical Excellence (G-TEC) is comprised of leading executives in the state's scientific, university, and business communities. It serves the Governor and other key state policy makers in both an advisory and coordinating capacity. Its current focus is on three activities: (1) marketing of New Mexico's technological R&D preeminence, (2) serving as a principal resource for the recruitment of technology companies considering locating in New Mexico and (3) strengthening the state's graduate education programs and the technological qualifications and capabilities of the state's scientific and engineering labor force.

▼ RIO GRANDE RESEARCH CORRIDOR

New Mexico possesses a wealth of technological resources that can be used to benefit the state's business climate and to produce stable economic diversification. The Rio Grande Research Corridor, stretching 340 miles from Los Alamos to Las Cruces and the White Sands Missile Range, has made New Mexico a world-class leader in advanced science and technology development. With one of the highest concentrations of internationally recognized scientific and technological talent found anywhere in the world, the Corridor links federal and state laboratories, universities and private companies in a partnership with a common goal: attract clean, advanced-technology-based industry to New Mexico and to provide more jobs and prosperity for the state's citizens.

▼ **ECONOMIC DEVELOPMENT
COMMUNICATIONS OFFICE**

The Economic Development Communications Office serves as the focal point of the state's technology-based economic development publications and public information efforts. EDCO publishes the New Mexico Technology Enterprise Forum newsletter and a wide range of other informational and promotional materials on behalf of the Technology Enterprise Division of the New Mexico Economic Development Department, the New Mexico Energy, Minerals and Natural Resources Department, and other organizations. EDCO also provides communications support for the technology transfer contract between the State of New Mexico and the U.S. Air Force.

EDCO
University of New Mexico
Albuquerque, NM 87131-6076
(505) 277-3661
(505) 277-6188

▼ **NEW MEXICO MANUFACTURING
PRODUCTIVITY CENTER**

The New Mexico Manufacturing Productivity Center is a non-profit corporation established to assess and increase the productivity and size of the New Mexico manufacturing base. To this end, the Center assists new and existing small and medium sized manufacturers with productivity and quality improvement projects as well as solutions to manufacturing technology problems. The Center assists suppliers in obtaining contracts for their manufactured goods from large manufacturers and federal laboratories. Funding for the Center is provided by the State of New Mexico through the Technology Enterprise Division of the Economic Development Department.

New Mexico Manufacturing Productivity Center
University Center Research Park
1009 Bradbury Dr. SE
Albuquerque, NM 87106
(505) 272-7575
FAX (505) 842-8018

▼ **TECHNOLOGY TRANSFER AND
COMMERCIALIZATION STAFF
U. S. DEPARTMENT OF ENERGY
ALBUQUERQUE FIELD OFFICE**

The Technology Transfer and Commercialization Staff works directly with Los Alamos National Laboratory, Sandia National Laboratories, other government agencies, universities, and private firms to develop and disseminate newly developed technology to educational institutions and industry. With the passage of the National Competitiveness Technology Transfer Act of 1989, DOE is placing special emphasis on collaborative research and development efforts with industry. The goal is to utilize technology developed by DOE-sponsored research to benefit the competitive industrial capability of the United States throughout the world.

Technology Transfer and Commercialization Staff
U. S. Department of Energy
Albuquerque Field Office
P. O. Box 5400
Albuquerque, NM 87185-5400
(505) 845-5150
FAX (505) 845-4883

Office on Intergovernmental and External Affairs
U. S. Department of Energy
Albuquerque Field Office
P. O. Box 5400
Albuquerque, NM 87185-5400
(505) 845-5653
FAX (505) 845-6206

▼ **LOS ALAMOS NATIONAL LABORATORY
INDUSTRIAL APPLICATIONS OFFICE**

Los Alamos National Laboratory (LANL) is operated by the University of California for the U.S. Department of Energy. LANL's mission is to advance science and technology for application toward the maintenance of a strong defense and a secure energy supply for the future. Its largest program involves weapons research and development. LANL also has substantial programs in energy, health and environment, as well as basic scientific research.

LANL's Industrial Applications Office works to transfer technology developed at the Laboratory to the private sec-

tor. Potential applications exist in super-computing, laser technologies, energy technologies, environmental control, superconductors, biotechnology and materials synthesis and processing.

Industrial Applications Office
Los Alamos National Laboratory
P. O. Box 1663, M.S. M899
Los Alamos, NM 87545
(505) 667-3839 FAX (505) 665-0154

▼ SANDIA NATIONAL LABORATORIES TECHNOLOGY TRANSFER INDUSTRIAL RELATIONS DIRECTORATE

Sandia National Laboratories is a multi-program engineering and science laboratory operated for the Department of Energy. Sandia conducts research, development, and testing related to nuclear weapons, arms control and weapons surety. Sandia also implements the National Energy Strategy by researching and developing concepts for increasing efficiency in energy utilization, storage, and transmission. It also ensures future energy supplies through improved recovery techniques, conversion technologies, and the development of alternative energy resources.

In the pursuit of these defense and energy missions, Sandia engineers and scientists have developed technologies, processes, and special technical know-how that can be applied to solving problems in private sector areas such as: manufacturing equipment and processes; industrial waste management and pollution control; energy security; technologies to reduce health care costs; and security systems to enhance law enforcement and drug interdiction.

Sandia operates a broad range of facilities for projects ranging from basic materials research to the flight testing of components. The facilities include state-of-the-art equipment for research and testing in the engineering sciences; in solid state, combustion, and materials and process sciences; in computer sciences, mathematics, and robotics; and in waste management, pollution control, and reactor technologies. Many of Sandia's unique facilities can be accessed by private-sector companies through a variety of arrangements.

Through an active technology transfer program, Sandia seeks opportunities to work collaboratively with private companies, large and small, and with state and local government agencies and universities.

Technology Transfer Applications Department
Sandia National Laboratories Organization, 4210
P. O. Box 5800
Albuquerque, NM 87185-5800
(505) 845-4079
FAX (505) 844-2363

▼ PHILLIPS LABORATORY

Recognized as a national leader in space research and development, the Air Force's Phillips Laboratory combines a 2,400-person military-civilian work force with unique capabilities, resources, and facilities to form a world-class research center for national defense.

Headquarters at Kirtland Air Force Base, with major components at Edwards Air Force Base, California, and Hanscom Air Force Base, Massachusetts, the laboratory is charged with furthering research and development in space and missile systems, geophysics, propulsion, directed energy and advanced weapons concepts.

With an annual budget exceeding \$700 million, the laboratory concentrates its R&D in six technical areas: geophysics, propulsion, space and missile technology, lasers and imaging, advanced weapons and survivability and space experiments. A strong emphasis is placed on integrating and transitioning the laboratory's technologies into aerospace systems.

The laboratory has been commended for its significant involvement with the State of New Mexico in technology transfer and utilization. A contract between the state and the Air Force is designed to help New Mexico private businesses, as well as state and local governments, to use the laboratory's federally-funded technological resources, including products, facilities, equipment and technical expertise.

Phillips Laboratory
Office of Research and Technology Applications
PL/XPI
Kirtland Air Force Base, NM 87117-5776
(505) 846-6377
Fax (505) 846-5034

▼ U.S. ARMY WHITE SANDS MISSILE RANGE

Established in 1945 and operated by the U.S. Army, White Sands is the largest overland military test range in the United States. Covering about 4,000 square miles, the range supports a wide variety of test programs, including missile systems and other related material for the Army, Navy, Air Force, NASA, and other government agencies, as well as for approved foreign government and non-government customers.

The range's capabilities include test facilities, laboratories, launch sites and extensive fixed and mobile instrumentation. WSMR maintains control of electromagnetic radiation devices, exercises control of restricted airspace, and has an extensive range of nuclear effects, environmental effects and high energy laser systems test capabilities.

U.S. Army White Sands Missile Range
Attn: STEWS-TD
White Sands Missile Range, NM 88002-5002
(505) 678-1980
Fax (505) 678-3955

▼ ALBUQUERQUE SEISMOLOGICAL LABORATORY

Operated by the U.S. Geological Survey's Branch of Global Seismology and Geomagnetism, the laboratory manages a network of more than 100 seismograph stations through out the world, and works in cooperation with other organizations to establish new stations and networks. It also operates its own observatory; collects, processes and distributes data from the network stations; and develops, tests and evaluates seismographic instrumentation.

Seismological Laboratory
Building 10002, Kirtland AFB - East
Albuquerque, NM 87115-5000
(505) 846-5646
Fax (505) 846-6973

▼ NATIONAL SOLAR OBSERVATORY/ SACRAMENTO PEAK

The National Solar Observatory is located in the mountains of southern New Mexico at an altitude of 9,200 feet. The observing facilities include the Vacuum Tower Telescope, the largest of its kind in the world, and John W.

Evans Solar Facility, which has the world's most advanced telescope for study of the solar corona. As a national center for research in solar physics, NSO/SP provides opportunities for U.S. and foreign scientists to carry out observing programs. NSO/SP is part of the National Optical Astronomy Observatories, operated by the Association of Universities for Research in Astronomy, Inc. under cooperative agreement with the National Science Foundation.

National Solar Observatory/Sacramento Peak
P.O. Box 62
Sunspot, NM 88349
(505) 434-7000
Fax: (505) 434-7029

▼ VERY LARGE ARRAY AND VERY LONG BASELINE ARRAY

The Very Large Array, located about 50 miles west of Socorro on the Plains of San Agustin, is operated by the National Radio Astronomy Observatory. It consists of 27 dish-shaped antennas mounted on nearly 40 miles of double railroad track, forming a single large radio-telescope. By studying radio images and comparing the "radio" sky to the "optical" sky, astronomers can obtain new information about our Milky Way Galaxy and the universe beyond.

The Very Long Baseline Array, also operated by the NRAO, is a network of ten radio astronomy sites currently under construction. The ten sites, in various stages of completion, range from Hawaii to the Virgin Islands, with sites at Pie Town and Los Alamos in New Mexico.

National Radio Astronomy Observatory
Very Large Array/Very Long Baseline Array Operations
P.O. Box 0
Socorro, NM 87801-0387
(505) 835-7300
Fax (505) 835-7027

▼ NASA WHITE SANDS TEST FACILITY

The NASA White Sands Test Facility performs tests of rocket propulsion systems under simulated space-vacuum conditions and conducts sophisticated laboratory investigations of the properties of materials and components in aerospace applications. NASA also operates a facility near

White Sands National Monument which provides approach and landing training for Space Shuttle astronauts and serves as an emergency landing site.

NASA White Sands Test Facility
P.O. Drawer MM
Las Cruces, NM 88004
(505) 524-5771
Fax (505) 524-5798

▼ **SMALL BUSINESS ADMINISTRATION
ALBUQUERQUE DISTRICT OFFICE**

The Small Business Administration provides financial assistance, procurement assistance, and management/technical assistance for the New Mexico small business community. The District office provides information on the Small Business Innovation Research (SBIR) program.

Assistant District Director for Business Development
Small Business Administration
625 Silver Avenue, SW
Suite 320
Albuquerque, NM 87102-3123
(505) 766-1852
Fax: (505) 766-1057

▼ **U.S. DEPARTMENT OF COMMERCE
INTERNATIONAL TRADE ADMINISTRATION
U.S. AND FOREIGN COMMERCIAL SERVICE**

This office advises New Mexico exporters on every aspect of foreign trade, assists in finding overseas markets for manufactured products and sponsors periodic seminars.

Trade Specialist/Trade Reference Assistance
U.S. Department of Commerce
International Trade Administration
U.S. and Foreign Commercial Service
c/o Small Business Administration
625 Silver Avenue, SW
Suite 320
Albuquerque, NM 87102-3123
(505) 766-2070
Fax: (505) 766-1057

▼ **EASTERN NEW MEXICO UNIVERSITY**

Research programs at ENMU range from the Chemical Physics Laboratory, which designs and spectroscopically characterizes novel molecules that can be used to store and transform energy for potential applications in rocket propulsion and magnetic technologies, to the Enzyme Protein Purification Project, which focuses on the extraction and isolation of enzymes which are used to catalyze chemical reactions useful in diagnosis and labeling of antibodies. Other projects include computer-generated mapping, economic impact evaluation, an electron microscope facility and research in the fields of mathematics, agriculture, microbiology, parasitology, archeology and geology.

President
Eastern New Mexico University
Station #1
Portales, NM 88130
(505) 562-2121
Fax: (505) 562-2980

Coordinator of Research Services
Eastern New Mexico University
Station #9
Portales, NM 88130
(505) 562-2840
Fax: (505) 562-2578

▼ **NEW MEXICO HIGHLANDS UNIVERSITY**

General research areas at NMHU include life science, chemistry, environmental science, psychology, anthropology, sociology, education, business, social work and the humanities. More specific research areas include microbiology, biological monitoring, exercise and sport science, bone chemistry, natural product synthesis, high performance ceramics, non-linear optics, global change, alcoholism, biomedical engineering, educational technology and Southwest studies.

The Thomas C. Donnelly Library serves as a regional resource and has been automated since 1987. SMALLNET is a projected consortium of small- and medium-sized public, academic and special libraries that will serve the State of New Mexico from NMHU.

Director of Research and Sponsored Projects
New Mexico Highlands University
Las Vegas, NM 87701
(505) 454-3168 or 454-3539
Fax (505) 454-0026

▼ **NEW MEXICO INSTITUTE OF MINING
AND TECHNOLOGY**

Vice President for Research and Economic Development
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5646
Fax (505) 835-5707

The Astrophysics Research Center covers current observational research in solar systems, instrumentation, stellar, interstellar medium, extragalactic and theoretical research.

Astrophysics Research Center
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5340
Fax (505) 835-5630

The Energetic Materials Research and Testing Center was formed in 1992 to consolidate New Mexico Tech's internationally-known explosives research groups into a single, unified organization: the Center for Explosive Technology Research (CETR), the Research Center for Energetic Materials (RCEM), and the Terminal Effects Research and Analysis Group (TERA).

CETR was founded in 1983 as one of New Mexico's Centers of Technical Excellence. CETR carries out fundamental and applied research on energetic materials and the application of such techniques as explosive syntheses of new materials, explosive devices, rock-blasting techniques and energetic materials development.

RCEM works in the area of increased safety and better understanding of the hazards associated with the manufacturing and use of energetic materials. It was established as a National Science Foundation Industry/University Research Center.

Based in Socorro since 1949, TERA has provided government and private industry with design, development, testing and evaluation of ordnance and conventional weapons systems and their components. TERA operates a

32-square-mile test facility for conducting research into the vulnerability and survivability of military targets and effectiveness of munitions.

The Energetic Materials Research and Testing Center
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5400
Fax (505) 835-5630

The Geophysical Research Center performs research in atmospheric physics and chemistry, air quality, seismology and underground water (hydrology). It supports three specialized computer facilities for data analysis, the Woods Tunnel Seismic Observatory, the Tritium Groundwater Analysis Laboratory, numerous cloud physics radar facilities and Schweizer aircraft for *in situ* measurements of thunderstorms.

Geophysical Research Center
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5646
Fax (505) 835-5707

The Hobbs Oil/Water Experimental Facility provides for educational, research and development programs related to environmental and waste disposal concerns of the petroleum industry in the U.S. Petroleum industry wastes include drilling muds, tank bottoms, and produced water. The facility is to produce solutions to the problems these wastes pose as well as to provide trained personnel who can solve environmentally-driven problems in the oil field.

The Hobbs Oil/Water Experimental Facility
Petroleum Recovery Research Center
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5436
Fax (505) 835-5210

The Joint Observatory for Cometary Research has as its primary goal the study of the solar wind and the inner solar system environment as revealed by the tails of comets. When no bright comets are visible, the observatory's telescopes are available for galactic and extragalactic research.

The Joint Observatory for Cometary Research
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5792
Fax (505) 835-5630

The Langmuir Laboratory for Atmospheric Research, located in the Magdalena Mountains, is an internationally-recognized facility for lightning and cloud physics research.

The Langmuir Laboratory for Atmospheric Research
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5423
Fax (505) 835-5707

The Materials Research Center is an umbrella organization which coordinates the various research entities at NMIMT interested in materials research topics such as metallurgy, ceramics, composites and polymers.

The Materials Research Center
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5373 or 835-5229
Fax (505) 835-5630

The New Mexico Bureau of Mines and Mineral Resources is the official state agency responsible by law for original investigations of geology and mineral resources in New Mexico. It investigates, evaluates and disseminates information on geology, mineral resources, fuels and metallurgy, with emphasis on finding and harvesting non-renewable resources for the benefit and well-being of the citizens of this state with full consideration of environmental impacts.

Director of State Geologist
New Mexico Bureau of Mines and Mineral Resources
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5420
Fax (505) 835-6329

The New Mexico Tech Industrial/Research Park, a 650-acre site located at the base of M Mountain northwest of Socorro, is adjacent to a 32-square mile testing area which is

capable of handling ordnance and other explosive materials. The knowledge gained through more than 40 years of testing, combined with the university's academic foundation, offers companies unique access to expertise in explosives and related materials research as well as mining and petroleum recovery technology. The park is designed to accommodate light to heavy manufacturing.

Vice President for Institutional Development
The New Mexico Tech Industrial/Research Park
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5880
Fax (505) 835-6329

The Petroleum Recovery Research Center conducts research designed to improve recovery of crude oil and natural gas. Activities include laboratory and field work devoted to improving conventional oil and gas recovery, enhanced oil recovery processes and technology transfer. Funding support comes from industry, federal and state sources.

Petroleum Recovery Research Center
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5142
Fax (505) 835-6031

State Mining and Mineral Resources Research Center is funded by the Department of the Interior and administered by the U.S. Bureau of Mines. The program provides support of mineral research at institutions of higher learning. Undergraduate and graduate support is essential to the goals of the program. Assistance is provided for students in mining and mineral resource disciplines, including mining, extractive metallurgy, geology, and reclamation as well as in mineral-related areas of other disciplines including engineering, economics, chemistry, physics, biology, and ecology.

State Mining and Mineral Resources Research Center
New Mexico Institute of Mining and Technology
Socorro, NM 87801
(505) 835-5345
Fax (505) 835-5252

▼ NEW MEXICO STATE UNIVERSITY

Vice President for Research and Economic Development
Box 30001, Dept. 3RED
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-2022 or 646-6057
Fax (505) 646-6530

The Advanced Manufacturing Center is designed to bring small and medium-sized manufacturers up-to-date with computer technology that will allow them to better compete in the current marketplace. The center has two goals: assisting small and medium-sized manufacturers in implementing state-of-the-art computer-integrated manufacturing technology in their plants and providing advanced education in this technology to NMSU's engineering students.

The program focuses on training, education, development, and research in the area of computer-aided design and manufacturing (CAD/CAM). The initial phase of this program, a teaching factory, is a very small-scale facility located on campus. This teaching factory allows firms to observe, test and compare a number of CAD/CAM systems for use in their own plants, as well as providing a hands-on educational tool for students.

The subsequent phase of this program calls for a 100,000 square foot, computer-automated demonstration factory known as DemMaFac to be located at NMSU's Arrowhead Research Park and fiber-optically linked to the Engineering School. Equipped with interconnected modern machine tools and computer systems, DemMaFac will be able to electronically receive the requirements for a part, queue it, produce it, and ship it out. DemMaFac will be used for undergraduate and graduate education, short course development, training sessions, demonstrations and research. It will also allow manufacturers to share technology, personnel and equipment they might otherwise be unable to afford.

The Advanced Manufacturing Center
College of Engineering
Box 30001, Dept. 3450
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-3501
Fax (505) 646-6111

The Agricultural Experiment Station is the research division of the College of Agriculture and Home Economics. Professional personnel and graduate students working in the station conduct basic and applied research concerned with biological, physical and economic phases of food and fiber production, processing and distribution; consumer health and nutrition; and the social and economic aspects of rural living.

The Agricultural Experiment Station
Box 30003, Dept. 3BF
New Mexico State University
Las Cruces, NM 88003-0003
(505) 646-3125
Fax (505) 646-5975

Apache Point Observatory is an astronomical observatory located in the Sacramento Mountains near Sunspot, New Mexico. It is operated by NMSU for the Astrophysical Research Consortium which consists of NMSU, Princeton University, University of Chicago, University of Washington, The Institute for Advanced Study and Washington State University. The principal instrument is a 3.5-meter optical/infrared telescope of advanced design. It is used for planetary, stellar, galactic, and extragalactic studies.

Apache Point Observatory
Department of Astronomy
Box 30001, Dept. 4500
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-1032
Fax (505) 434-5555

Arrowhead Research Park, New Mexico State University's research park, is a 365-acre tract of land in the shape of an arrowhead located on the south end of the NMSU campus. The first phases of development at Arrowhead have been the construction of the Genesis Center, which serves as an incubation facility for construction of an Academic Research Center for small, start-up, research-oriented activities companies, and construction of an Academic Research Center for academic research activities.

Coordinator for Technology Transfer
Arrowhead Research Park
Office of Vice President for Research and
Economic Development
Box 30001, Dept. 3RED
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-6120
Fax (505) 646-6530

The Arts and Sciences Research Center supports a broad spectrum of research, service and scholarly activities, including proposal writing, pre- and post-award administration, seed funds and mini-grants to college faculty.

The Arts and Sciences Research Center
Box 30001, Dept. RC
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-2612
Fax (505) 646-6096

The Border Research Institute, created in 1978, serves as NMSU's clearinghouse for the dissemination of information regarding U.S.-Mexico relations in general, these two countries' border regions in particular, and New Mexico and Chihuahua, specifically. It also fosters and coordinates interdisciplinary research, joint educational exchanges, and socio-economic concerns affecting the border. One of BRI's focuses regarding these issues is the maquiladora industry.

The Border Research Institute
Box 30001, Dept. 3BRI
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-3524
Fax (505) 646-6187

Center for Atmospheric Sciences is a basic research organization which focuses on research projects relating to the interaction of electromagnetic radiation with atmospheric particles and the variety of effects, such as attenuation and scattering of light beams, caused by this interaction. CAS is a collaborative effort of the Physical Science Laboratory and the NMSU Physics Department.

Center for Atmospheric Sciences
Box 30001, Dept. 3D
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-4308 or 646-3832
Fax (505) 646-6187

The Center for Business Research and Services provides research services and a data bank for economic and business-related research for both the public and private sectors, provides management training and maintains a government procurement data base.

The Center for Business Research and Services
Box 30001, Dept. 3CR
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-1434
Fax (505) 646-6155

The Center for International Programs manages NMSU's international activities encompassing academic, research and outreach programs. The Center also conducts and manages various short-term training programs on campus as well as internationally. Involvement in foreign projects include the National Agricultural Research Project in Egypt, as well as faculty in Pakistan and Swaziland on U.S. Agency for International Development-funded projects. NMSU works on technical assistance projects in cooperation with the Consortium for International Development.

The Center for International Programs
Box 30001, Dept. 3567
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-3199

The Center for Public Utilities provides educational and research services to the energy, water and telecommunications industries and regulatory commissions. Through a forum of courses, conferences, seminars, graduate degree programs and publications, it strives to keep industry and commissions in tune with changing market realities and challenging regulatory policies.

The Center for Public Utilities
Box 30001, Dept. 3MPD
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-4876
Fax (505) 646-6155

The Computing Research Laboratory (CRL) at New Mexico State University divides its research into three categories. The Connectionism and Natural Language Processing Group focuses on understanding languages semantically and knowledge-based rather than syntax-based. The Cognitive Systems Group studies human understanding for application in the development of intelligent systems. The Reasoning Architectures Group investigates automated problem-solving to design robust reasoning systems.

The CRL, housed at the University's Science Hall, has gathered an impressive array of equipment which enables staff to take advantage of links such as CSNET, ARPANET and the regional New Mexico Technet. Much of the research at CRL is interdepartmental and interdisciplinary in nature and an Ethernet network provides a 10 megabit-per-second communication link between CRL and University departments such as biology, computer science, mathematics, industrial engineering and psychology, and the central computing facility on campus.

Computing Research Laboratory
Box 30001, Dept. 3CRL
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-5466
Fax (505) 646-6218

The Cooperative Extension Service, an arm of the land-grant university system, uses research-based knowledge to conduct off-campus educational programs in informal settings. The Service provides agricultural, community and human development, home economics and 4-H and youth development programs.

The Cooperative Extension Service
Box 3AE
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-3015
Fax (505) 646-5975

The Educational Research Center (ERC) encourages research and training within the College of Education; provides consultant, research and evaluation services for schools and educational agencies; coordinates off-campus courses; and provides space and equipment for research and training projects where possible. The Center assists faculty and staff in locating funding sources, communicating with agency personnel and preparing proposals; provides limited funding for publication costs and travel; and distributes research and development mini-grants. The Center currently houses ERC staff, which maintain a vocational education data base for New Mexico; the New Mexico Center for Rural Education; and the Dove Learning Center.

Educational Research Center
Box 30001, Dept. 3R
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-1500
Fax (505) 646-6032

The Electron Microscope Laboratory, a University-wide service laboratory devoted to both biological and materials science research, also performs contract research for government agencies and private businesses. Equipment includes a scanning electron microscope with an X-ray analyzer; a scanning-transmission electron microscope; a 200-kV analytical electron microscope with an X-ray analyzer and automated electron diffraction analysis; and UV, polarizing, and interference contrast light microscopes.

The Electron Microscope Laboratory
Box 30001, Dept. 3EML
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-1531
Fax (505) 646-5665

The Engineering Research Center coordinates and promotes research in chemical, civil, electrical and computer, industrial and mechanical engineering. In addition to individual grants and contracts, faculty conduct research through various centers: the Center for Transportation Research, the Center for Electronic Vision and Robotics, the Center for Biochemical Engineering Research, the Optics and Materials Science Lab, the Center for Environmental Engineering and Science and the Estimation and Control Lab.

The Engineering Research Center
Box 30001, Dept. 3449
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-3422
Fax (505) 646-3549

The Genesis Center, located on the northern edge of Arrowhead Research Park, provides affordable incubator space to small, technology-based start-up companies. Businesses at the Genesis Center generally focus on high technology and related activities. Some companies are developing technology spun off from NMSU research; other businesses founded by outside entrepreneurs are located in the Genesis Center to be near the University.

Genesis Center
Box 30001, Dept. 3ARP
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-6120
Fax (505) 646-6073

The Manuel Lujan, Jr. Space Tele-Engineering Program is the administering agency for a number of programs in the field of tele-engineering, including the Telemetering Center of Excellence and the Center for Space Telemetering and Telecommunications.

NMSU was designated a Telemetering Center of Excellence by the International Foundation for Telemetering (IFT). The center is supported by an Endowed Chair in Telemetering and Tele-communications which will provide funds for scholarships, equipment and faculty. It is funded by contributions from IFT, industry and the New Mexico Legislature. The Center for Space Tele-metering and Telecommunications was established and funded by NASA to help fulfill the long-range goal of exploring our solar system.

The Manuel Lujan, Jr. Space Tele-Engineering Program
Box 30001, Dept. 3-0
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-3012
Fax (505) 646-3549

The New Mexico Regional Primate Research Laboratory (PRL), has 445 chimpanzees, 330 on-site, making it the largest primate research colony in the world. The chimpanzee is the nearest animal relative of man available for research — geneticists estimate that human and chimpanzees genes are 97% identical — and so is preferred when close biological similarity to man is desired. PRL also has approximately 1400 macaques and other small species.

PRL has five divisions: Comparative Pathology, Behavior, Virology and Immunology, Veterinary Sciences, and Reproductive Biology and Toxicology. The three principal areas of research using chimpanzees and macaques at PRL are metabolism and pharmacokinetics, immunology and infectious diseases, and endocrinology and reproduction.

The New Mexico Regional Primate Research Laboratory
P.O. Box 1027
Holloman Air Force Base, NM 88330-1027
(505) 479-6101
Fax (505) 479-4103

The Particle Astrophysics Laboratory, a NASA facility involved in cosmic ray research, uses helium-filled balloons with telemetry links to carry detectors to the outer edge of the earth's atmosphere for data gathering.

The Particle Astrophysics Laboratory
Box 30001, Dept. 3PAL
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-1566
Fax (505) 646-1557

The Physical Science Laboratory is a non-profit research and development arm of NMSU which provides services to support defense and space programs around the world. High altitude balloon research, development and systems engineering, field engineering and operations, computer applications and analysis and quality assurance are some of the capabilities that PSL applies. The scientific and engineering programs at PSL range from satellite attitude control systems, upper atmospheric scientific balloon flights, electronic warfare vulnerability research, atmospheric modeling and sensor development and environmental assessments.

The Physical Science Laboratory
Box 30002
New Mexico State University
Las Cruces, NM 88003-0002
(505) 522-9200
Fax (505) 522-9434 or 522-9389

The Plant Genetic Engineering Laboratory at NMSU works to develop plant biotechnology innovations for crop plant adaption to environmental stresses as found in arid and semi-arid regions.

Research at PGEL is concentrated in three areas: genetic tolerance to environmental stress; genetic tolerance to pests; and development of new products, either as new crops suited for arid lands agriculture or by exploiting unique traits found among desert-adapted organisms. These research areas are based upon a strong foundation of basic genetic and stress physiology research. PGEL has acquired state-of-the-art instrumentation and developed specialized laboratory and greenhouse facilities to support research, development and training activities.

The Plant Genetic Engineering Laboratory
Box 30003, Dept. 3GL
New Mexico State University
Las Cruces, NM 88003-0003
(505) 646-5453
Fax (505) 646-5975

The Southwest Center for Codes and Standards, based at the NMSU Library, is a fee-based service center which provides access to over one million national and international standards, including military specifications and standards, as well as state, county and municipal technical codes. Services include computerized verification and data retrieval, providing standards documents on demand, standards reference service and foreign language translation of technical material.

The Southwest Center for Codes and Standards
New Mexico State University Library
Box 30006, Dept. 3475
Las Cruces, NM 88003-0006
(505) 646-6834
Fax (505) 646-4335

The Waste Management Education Research Consortium (WERC) was established to conduct education programs and provide technology development projects on better ways to handle, transport, process and ultimately dispose of the various types of waste generated throughout the country. In addition to NMSU, WERC members include the University of New Mexico, the New Mexico Institute of Mining and Technology, and the Navajo Community College, in collaboration with Los Alamos and Sandia National Laboratories.

The Waste Management Education and
Research Consortium
Chemical Engineering Department
Box 30001, Dept. 3805
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-2038
Fax (505) 646-4149

The Water Resources Research Institute works to develop knowledge that will assist the state in the preservation, development, and management of water resources by administering research projects at the major universities in the state.

The Water Resources Research Institute
Box 30001, Dept. 3167
New Mexico State University
Las Cruces, NM 88003-0001
(505) 646-4337
Fax (505) 646-6418

▼ UNIVERSITY OF NEW MEXICO

Provost and Vice President for Academic Affairs
Scholes Hall, Room 108
University of New Mexico
Albuquerque, NM 87131-6001
(505) 277-5064
Fax (505) 277-5567

The Alliance for Photonic Technology is a cooperative venture involving UNM's Center for High Technology Materials, the Air Force's Phillips Laboratory, Los Alamos National Laboratory and Sandia National Laboratories. The mission of the Alliance is to enhance U.S. industrial

competitiveness in the global marketplace in selected areas of photonics — lasers, optoelectronics, fiber optics — by providing matchmaking services which help smooth the path for private firms to work with its research and development participants.

Five areas of technology development within the field of photonics have been targeted by the Alliance: visible display and display technology; high power diode lasers (cw and pulsed); multi-dimensional optical interconnects; high speed optoelectronics; and optical sensors.

Alliance for Photonic Technology
University Center Research Park
851 University Boulevard, SE
Suite 200
Albuquerque, NM 87106-4339
(505) 272-7001
Fax (505) 277-7000

Bureau of Business and Economic Research provides research and information services for economic and business-related data, including a state economic and demographic forecasting subscription service and a data bank for socio-economic information. The bureau also performs research projects on contract.

Bureau of Business and Economic Research
1920 Lomas, NE
University of New Mexico
Albuquerque, NM 87131-6021
(505) 277-2216
Fax (505) 277-7066

BBER Data Bank
1919 Lomas, NE
University of New Mexico
Albuquerque, NM 87131-6021
(505) 277-6626
Fax (505) 277-7066

The Business Assistance and Resource Center provides technical assistance, management and marketing services for reasonable fees to small businesses on an individual request basis.

The Business Assistance and Resource Center
1920 Lomas, NE
University of New Mexico
Albuquerque, NM 87131-6011
(505) 277-3541
Fax (505) 277-6540

The Center for Advanced Studies, housed in the Department of Physics and Astronomy, conducts research related to lasers and the development of new applications in quantum optics. Fundamental questions of quantum mechanics, including the theory of quantum measurements and many-body theory are also being pursued. The Center has a close working relationship with the Max Planck Institute for Quantum Optics in Munich, the leading center for quantum optics in Europe.

Center for Advanced Studies
800 Yale Boulevard, NE
University of New Mexico
Albuquerque, NM 87131-1156
(505) 277-8602
Fax (505) 277-1520

The Center for Entrepreneurship, Anderson Schools of Management, offers a BBA concentration in Entrepreneurship Studies. It also makes available the Small Business Institute, an Institute for Entrepreneurial Success and an entrepreneurial internship to existing New Mexico companies.

Center for Entrepreneurship
Anderson Schools of Management
University of New Mexico
Albuquerque, NM 87131-1221
(505) 277-6471
Fax (505) 277-7108

The Center for High Technology Materials (CHTM) at the University of New Mexico has earned its reputation based on quality work in semiconductor and thin-film materials growth; high resolution fabrication; optoelectronic device design and fabrication; laser spectroscopy and laser processing of materials; semiconductor manufacturing metrology; and thin film technologies.

The CHTM has built an impressive inventory of equipment including a crystal growth facility with an advanced metal-organic chemical vapor depositor (MOCVD) reactor;

2,000 square feet of class-100 clean room space; sputtering facilities to deposit ion linear optical thin films; ion-assisted deposition systems for advanced, low temperature growth of optical and electronic thin films; plasma etching facilities for modeling and developing plasma processes used in advanced semiconductor manufacturing; optical scatterometry to analyze thin-films and ultra-small fabrication technologies; advanced microscopy; laser spectroscopy to analyze optoelectronic materials and devices with unsurpassed temporal resolution; field-emission spectroscopy to study materials and interfaces with atomic resolution; and optoelectronic device physics laboratories to characterize and investigate device designs and performance.

Center for High Technology Materials
EECE Building, Room 125
University of New Mexico
Albuquerque, NM 87131-6081
(505) 277-3317
Fax (505) 277-6433

The Center for Micro-Engineering Ceramics is a National Science Foundation Industry/University Collaborative Research Center chartered to conduct ceramics research of industrial significance. Support for research is provided by Los Alamos and Sandia National Laboratories, the Air Force's Philips Laboratory, the National Science Foundation, the Gas Research Institute, the Electric Power Research Institute, the Department of Energy and 15 industrial companies. With an annual budget approaching \$4 million, the Center utilizes close to 20,000 square feet of laboratory space on the university campus, an additional 7,000 square feet at Los Alamos and Sandia Labs, and over 40,000 square feet of state-of-the-art laboratory space at the University Center Research Park.

Center facilities and instrumentation have developed to cover a wide range of advanced materials synthesis, processing and characterization. Examples of the Center's unique facilities include: high resolution SEM with computer work station; advanced scattering facility including Small Angle X-ray scattering with pinhole and slit type detector, X-ray diffraction, liquid and solid-state light scattering and Raman and FTIR scattering; liquid and solid-state NMR; advanced imaging laboratory for studying material formation; high temperature furnaces for processing ceramics; and general instrumentation for measuring pore structure and size, particle size, density, etc. Key areas

of technical expertise include aerosol processing of high purity oxide and non-oxide ceramics, sol-gel processing of controlled pore structure/size inorganic membranes and electrochemical synthesis of non-oxide ceramics.

Center for Micro-Engineered Ceramics
Ferris Engineering Center, Room 203
University of New Mexico
Albuquerque, NM 87131-6041
(505) 277-2833
Fax (505) 277-1024

The Center for Non-Invasive Diagnosis (CNID) at the University of New Mexico School of Medicine is designed to accommodate both research studies and medical diagnosis in addition to developing advanced applications for nuclear magnetic resonance in medicine and biomedical research. CNID has active programs in magneto-pharmaceuticals, synthetic biopolymers and radio frequency technology.

Research is conducted on three NMR systems including a 1.5 Tesla, 1 meter bore magnet imaging and spectroscopy system used for human examinations; a 4.7 Tesla, 33cm bore magnet imaging and spectroscopy system for animal studies; and a 7 Tesla, 9 cm bore magnet spectroscopy system for studies of small animals, perfused organs, and tissue cultures. CNID is world-recognized as a center for excellence in high field medical nuclear magnetic resonance spectroscopy for the non-invasive diagnosis and clinical management of disease, with special emphasis on cancer, brain disorders and diabetes.

Center for Non-Invasive Diagnosis
School of Medicine
1201 Yale Boulevard, NE
University of New Mexico
Albuquerque, NM 87131-5021
(505) 277-8512
Fax (505) 277-4056

The Center for Technology and Education is dedicated to helping schools, particularly in rural areas, effectively use computers and related technologies in addressing their unique educational needs. To accomplish this objective, the Center engages in research, development, training and technical assistance activities at the state, national and international levels.

Center for Technology and Education
Student Services Center, Room B-87
University of New Mexico
Albuquerque, NM 87131-1231
(505) 277-7310
Fax (505) 277-5332

The Division of Government Research provides analytic services for municipal and state agencies in New Mexico. The Division specializes in providing solutions to complex data analysis and processing problems, usually involving large data bases. Geographic information systems are a specialty of the division.

Division of Government Research
1920 Lomas NE
University of New Mexico
Albuquerque, NM 87131-6026
(505) 277-3305
Fax (505) 277-6540

The Institute of Astrophysics serves as the coordinating institution for astrophysics research activities within the state. It operates the Capilla Peak Observatory in the Manzano Mountains.

Institute of Astrophysics
800 Yale Boulevard, NE
University of New Mexico
Albuquerque, NM 87131-1156
(505) 277-2616
Fax (505) 277-1520

The Institute for Space Nuclear Power Studies performs research and provides technical assistance in all aspects of space nuclear power and propulsion systems technology. It also performs systems design and basic research, both nationally and internationally. The Institute organizes an annual international space nuclear power symposium providing a forum for developers and potential users of space power technologies. In addition the Institute offers several short courses, scholarships, and research assistantships. It provides a publication on a space-based nuclear power system and propulsion technologies, as well as educational outreach to include middle and high schools.

Institute for Space Nuclear Power Studies
Farris Engineering Center, Rooms 237-239
University of New Mexico
Albuquerque, NM 87131-1341
(505) 277-4950
Fax (505) 277-0813

The Institute of Meteoritics, a division of the Department of Geology, is devoted to research and teaching of meteoritics as well as space and planetary sciences in general. The Institute is also concerned with the collection and description of meteorites. The Meteorite Museum at the University is maintained by the Institute.

Institute of Meteoritics
Northrop Hall, Third Floor
University of New Mexico
Albuquerque, NM 87131-1126
(505) 277-1644
Fax (505) 277-3577

The Manufacturing Engineering Program, a Master's Degree program, is a collaborative effort of the University of New Mexico, New Mexico State University, the Rio Grande Technology Foundation (Riotech) and a number of industries in the state. Each university offers a degree covering somewhat different areas, but sharing some common courses.

Manufacturing Engineering Program
College of Engineering
University of New Mexico
Albuquerque, NM 87131-1366
(505) 277-0558
Fax (505) 277-0813

The Minority Engineering Program, funded by Sandia National Laboratories, is designed to expand the pool of under-represented groups (e.g., minorities and women) in the fields of engineering and computer science.

Minority Engineering Program
Engineering Annex, Room 207
University of New Mexico
Albuquerque, NM 87131-1366
(505) 277-8795
Fax (505) 277-1417

The New Mexico Engineering Research Institute (NMERI), a research division of the UNM College of Engineering, conducts a broad range of engineering and scientific research, development, testing and evaluation for clients in both the private and public sectors. NMERI has operated the Civil Engineering Research Facility under contract to the U.S. Air Force for 30 years, and manages both the State of New Mexico Infrastructure Development Assistance Program and the Resource Geographic Information System Program.

Areas of expertise include large-scale simulated environments, fire protection technologies, environmental science and engineering, computational mechanics and software development. Technology transfer and expert consultation are integral to NMERI's role in UNM's mission of education, research and public service. Close working relationships with faculty and graduate students provide additional technical breadth and depth to NMERI's programs.

New Mexico Engineering Research Institute
University of New Mexico
Albuquerque, NM 87131-1376
(505) 272-7200
Fax (505) 272-7203

The Technology Application Center (TAC), a NASA Industrial Application Center, assists in commercializing the national space program, especially in the areas of remote sensing and image dissemination. It is also well known for its expertise in computerized image enhancement and classification of satellite and airborne data. TAC also specializes in geographic information systems (GIS) and conducts seminars, workshops, conferences and a visiting scientist program.

Technology Application Center
2500 Yale Boulevard, SE
Suite 100
University of New Mexico
Albuquerque, NM 87131-6031
(505) 277-3622
Fax (505) 277-3614

The University Center Research Park is a 100-acre site on UNM's south campus. The first phase of construction has begun on the 1.5 million square feet of office, laboratory and warehouse space projected in the master plan. Approximately 105,000 square feet of office and office/laboratory space have been completed. Major tenants include Sandia National Laboratories, Los Alamos National Laboratory, Riotech, New Mexico Engineering Research Institute, Phillips Laboratory, the Alliance for Photonic Technology, the Alliance for Transportation Research, Albuquerque Economic Development and the New Mexico Business Innovation Center. The site will also include room for restaurants, support services and hotel/conference facilities.

Real Estate Office
University of New Mexico
Albuquerque, NM 87131-3181
(505) 277-4620
Fax (505) 277-8275

The UNM Business Link identifies potentially fruitful research on the UNM campus capable of assisting business development in the state. It also determines specific business and industry needs that can be solved by innovative research conducted on campus.

UNM Business Link
1920 Lomas, NE
University of New Mexico
Albuquerque, NM 87131-6006
(505) 277-5934
Fax (505) 277-6540

The UNM Technology Venture Division is the arm of UNM responsible for technology commercialization efforts. The mission of the TVD is to further the economic interests of the University and the state.

UNM Technology Venture Division
1920 Lomas, NE
University of New Mexico
Albuquerque, NM 87131-6006
(505) 277-8823
Fax (505) 277-6540

▼ WESTERN NEW MEXICO UNIVERSITY

WNMU's efforts to establish a strong research program include projects in the fields of organic and bio-inorganic chemistry — working to understand the chemical reactions of biological molecules.

WNMU is also home to the Southwest Center for Resource Analysis, whose goal is the improved understanding between land and people and the environmental and economic interdependencies in the rural regions of the Southwest. The Center's major emphasis is on data collection and analysis in natural resources, forest management and planning, environmental conditions and regional economics.

Contracts and Grants
Western New Mexico University
1000 College Avenue
P.O. Box 680
Silver City, NM 88062
(505) 538-6200 Fax (505) 538-6155

▼ SUPPORTING ORGANIZATIONS

Advocates for Rural New Mexico (ARNM). This organization seeks to improve the quality of life in small communities throughout the state through economic development assistance. Targeted communities are those with populations of 12,000 or less.

Advocates for Rural New Mexico
Greater Moriarty Economic Development Association
P.O. Box 96
Moriarty, NM 87035
(505) 832-4087

The Alliance for Transportation Research is dedicated to improving the transportation system with concern for efficiency, safety and the environment. It has been formed to better focus the capabilities of its members on critical national problems of the transportation infrastructure.

Alliance for Transportation Research
University Center Research Park
1001 University Boulevard, SE
Suite 103 Albuquerque, NM 87106
(505) 246-6410
Fax (505) 246-6001

Association for Commerce and Industry of New Mexico (ACI). ACI is a broad-based statewide association for business. Its mission is to create and foster programs conducive to the orderly growth and economic development of business throughout New Mexico. ACI serves as a representative of the business community before the State Legislature and government agencies and provides business input to the state's congressional delegation.

Association for Commerce and Industry of New Mexico
2309 Renard Place, SE
Suite 402
Albuquerque, NM 87106
(505) 842-0644
Fax (505) 842-0734

Ideas in Science and Electronics, Inc., organized in 1979, produces an annual electronics exposition and symposium for Rio Grande Research Corridor scientists, engineers and entrepreneurs. The expo is co-sponsored by the Rio Grande Electronics Representatives Association. The technical program is co-sponsored by the Institute of Electrical and Electronics Engineers (IEEE), Albuquerque Section. The expo and symposium is held each May at the Albuquerque Convention Center.

Exposition Manager
Ideas in Science and Electronics, Inc.
8100 Mountain Road, NE
Suite 109
Albuquerque, NM 87110-7827
(505) 262-1023
Fax (505) 265-1143

Lovelace Biomedical and Environmental Research Institute/ Inhalation Toxicology Research Institute. Lovelace Biomedical and Environmental Research Institute operates the Inhalation Toxicology Research Institute for the Department of Energy, with a research focus on the human health effects resulting from the inhalation of airborne toxic particles, vapors and gases in the home, environment and workplace.

Lovelace Biomedical and Environmental
Research Institute
Inhalation Toxicology Research Institute
P.O. Box 5890, Kirtland AFB-East
Albuquerque, NM 87185
(505) 844-2203
Fax (505) 846-1900 or 844-5403

Lovelace Medical Foundation. The Foundation supports biomedical and health research. Areas of emphasis include physiology, immunology, photobiology, research instrumentation, health economics, clinical data basis, ethnic health issues and substance abuse. It also supports education and training programs in these areas.

Director of Biomedical Research
Research & Education
Lovelace Medical Foundation
2425 Ridgcrest Drive, SE
Albuquerque, NM 87108
(505) 262-7155
Fax (505) 262-7043

▼ NEW MEXICO BUSINESS ASSISTANCE COUNCIL

The Council serves as a coordinating entity, designed to help bring about cooperation and resource-sharing among the many business assistance organizations in the state.

New Mexico Business Assistance Council
c/o Hooten Stahl Commercial Investment
2033 Wyoming Boulevard, NE
Albuquerque, NM 87112
(505) 293-4900
Fax (505) 275-4345

▼ NEW MEXICO BUSINESS INNOVATION CENTER, INC. NEW MEXICO TECHNOLOGY COMMERCIALIZATION CENTER

The New Mexico Business Innovation Center (NMBIC) is a nationally-recognized business development center specializing in providing value-added facilities management and facilitating management assistance to innovative high-growth business. It creates an incubated environment of networked resources for new companies to successfully create and introduce new products and services.

New Mexico Technology Commercialization Center (NMTCC) is being developed by NMBIC and is located in a 13,000-square-foot office building in the UNM University Center Research Park in Albuquerque. The NMTCC brings together incubated technology-based companies, business development organizations, university researchers and investors, and coordinates technology transfer projects. The NMTCC focuses on programs and equipment for manufacturing productivity through a state-sponsored center. The facility includes a Class 1000 clean room, a classroom, conference room and offices.

The New Mexico Business Innovation Center, Inc.
1009 Bradbury Drive, SE
Albuquerque, NM 87106
(505) 272-7500
Fax (505) 842-8018

▼ NEW MEXICO ENTREPRENEURS ASSOCIATION

NMEA's mission is to provide a forum for small business entrepreneurs and support groups to exchange ideas and to promote the operation and formation of new businesses in the state.

New Mexico Entrepreneurs Association
c/o De Vore Aviation Corporation
6104 Jefferson Street, NE
Suite B
Albuquerque, NM 87109-3410
(505) 345-8713
Fax (505) 344-3835

▼ NEW MEXICO FIRST

A non-profit, non-partisan public policy organization comprised of members representing a wide range of interest throughout the state, New Mexico First brings New Mexicans together in issue-focused Town Hall forums twice each year.

Discussions of the issues and recommendations are published and disseminated following each Town Hall.

New Mexico First
P.O. Box 25387
Albuquerque, NM 87125
(505) 242-3205
Fax (505) 242-3511

▼ NEW MEXICO INDIAN BUSINESS DEVELOPMENT CENTER

Operated by the All Indian Pueblo Council, Inc. and funded by the Minority Business Development Agency of the U.S. Department of Commerce, NMIBDC provides management and technical assistance statewide to qualified American Indians and minority individuals. Areas of assistance include business development, capital development, marketing, procurement and contracting, accounting systems, organizational development and computer-assisted programs.

New Mexico Indian Business Development Center
3939 San Pedro, NE
Suite D
P.O. 3256
Albuquerque, NM 87190
(505) 889-9092
Fax (505) 884-1474

▼ NEW MEXICO INDUSTRIAL DEVELOPMENT EXECUTIVES ASSOCIATION

NM IDEA is an association comprised of professional industrial and economic development personnel and others interested and involved in the development process in New Mexico. Its objectives are to enhance and assist the professional growth of its members as well as the state's economy. NM IDEA can provide information on local and regional

economic/industrial development organizations throughout New Mexico.

New Mexico Industrial Development
Executives Association
103 Rio Rancho Boulevard, SE
Suite C-7
P.O. Box 44971
Rio Rancho, NM 87174-4971
(505) 891-4305
Fax (505) 891-4297

▼ NEW MEXICO INDUSTRY DEVELOPMENT CORPORATION

NMIDC provides capital, leveraged with bank loans, to small, expanding businesses located in any of 20 New Mexico counties which are suffering long-term economic deterioration or depressed economic and employment problems, according to U.S. Economic Development Administration (EDA) criteria. NMIDC operates a revolving loan fund originally capitalized by EDA and New Mexico's Community Development Block Grant Program.

New Mexico Industry Development Corporation
1009 Bradbury Drive, SE
Albuquerque, NM 87106
(505) 246-6000
Fax (505) 842-8018

▼ NEW MEXICO MESA, INC.

The New Mexico Mathematics, Engineering, Science Achievement program's mission is to promote educational enrichment to students from ethnic groups historically under-represented in mathematics, engineering, science and related fields. Working with junior, middle and high schools across the state, NM MESA helps students from ethnic groups obtain the academic background they need for college study and careers in these fields.

New Mexico MESA, Inc.
Farris Engineering Center, Room 141
University of New Mexico
Albuquerque, NM 87131-1389
(505) 277-5831
Fax (505) 277-0278
1-800-544-2617 (NM only)

▼ NEW MEXICO SMALL BUSINESS DEVELOPMENT CENTER NETWORK

The SBDC is a program sponsored by the Small Business Administration and the New Mexico Association of Community, Junior and Technical Colleges. It operates a network of service centers affiliated with the state's 17 post-secondary vocational-technical institutions, offering training, counseling, resource materials and referrals to existing and start-up businesses.

The SBDC service centers also provide the initial contact points for the State Technology Assistance Resource System (STARS) of the Technology Enterprise Division, New Mexico Economic Development Department. STARS helps New Mexico businesses solve problems and pursue opportunities through access to appropriate personal assistance and state, regional, national and international on-line information resources.

SBDC centers are located in Alamogordo, Albuquerque, Carlsbad, Clovis, Espanola, Farmington, Gallup, Grants, Hobbs, Las Cruces, Las Vegas, Los Alamos, Los Lunas, Roswell, Santa Fe, Silver City and Tucumcari. For information, contact the Lead Center below:

New Mexico Small Business Development
Center Network
P.O. Box 4187
Santa Fe, NM 87502-4187
(505) 438-1362
Fax (505) 438-1237
1-800-281-SBDC (NM only)

▼ NEW MEXICO TECHNET, INC.

New Mexico Technet promotes economic growth within New Mexico by enhancing the state's scientific and educational resources through the development and operation of a data communications network. The fiber optics network provides for the timely transfer of information among the federal research laboratories, educational institutions, state government and the private sector.

Technet's high-speed link provides access to a wide array of databases and networks in New Mexico and nationwide. These databases include Commerce Business Daily and the Border Trade Network, which includes a Juarez Maquiladora Directory, Latin American Database and trade

opportunities with Mexico. Technet also provides access to services in the areas of law, education and economic development.

New Mexico Technet, Inc.
4100 Osuna NE
Suite 103
Albuquerque, NM 87109
(505) 345-6555
Fax (505) 345-6559

▼ PROJECT UPLIFT

Project Uplift, a major initiative of the National Institute for Professional Development, is a non-profit research, training and development corporation based in New Mexico with offices in Texas and Colorado. Its goal is to promote education and career preparedness necessary for rapidly changing high-tech career opportunities to public schools and universities, federal and state agencies, institutions, communities and parents.

In pursuance of this goal, Project Uplift conducts a High Technology Minority and Women Job Fair; a Science, Space and Technology Career Expo; a High Technology Career Preparedness Youth Institute; and a bi-weekly television program entitled "Toward High Technology Career Preparedness in New Mexico." Partnerships with the government, educational institutions, major corporations and the community are the keys to Project Uplift's success.

Project Uplift
National Institute for Professional Development, Inc.
P.O. Box 30246
Albuquerque, NM 87110
(505) 265-4464
Fax (505) 256-0870

▼ RIO GRANDE MINORITY PURCHASING COUNCIL, INC.

Designed to support minority/women-owned businesses through increased corporate and government purchasing, the RGMPC consists of 75 corporate and government members and 450 minority/women-owned businesses.

Rio Grande Minority Purchasing Council, Inc.
5000 Marble, NE
Suite 108
Albuquerque, NM 87110
(505) 265-7677
Fax (505) 265-7690

▼ RIO GRANDE TECHNOLOGY FOUNDATION

Rio Grande Technology Foundation (Riotech) was initiated in 1985 by U.S. Senator Pete V. Domenici and now also has the support of U.S. Senator Jeff Bingaman. The goals of the organization include helping improve technology commercialization from the federal laboratories and universities to the private sector; developing programs to solve industry manufacturing pollution problems; and strengthening engineering and scientific education in New Mexico.

Rio Grande Technology Foundation
851 University Boulevard, SE
Suite 100
Albuquerque, NM 87106-4339
(505) 246-6400
Fax (505) 246-6464

▼ ROCKY MOUNTAIN SUPERCONDUCTIVITY ALLIANCE

Members of the Alliance include universities, private companies and research organizations from several states, including New Mexico. All members share an interest in the development of high transition temperature superconductivity. Its goals are to leverage resources and to encourage collaborative research and intercommunication. The Alliance receives support from the National Renewable Energy Laboratory.

Rocky Mountain Superconductivity Alliance
c/o National Renewable Energy Laboratory
1617 Cole Boulevard
Golden, CO 80401-3393
(303) 231-1019
Fax (303) 231-1381

Rocky Mountain Superconductivity Alliance
New Mexico Representative
Mail Stop K763
Los Alamos National Laboratory
Los Alamos, NM 87545
(505) 667-1234 or 665-3030
Fax: (505) 665-3164

▼ ROSWELL TEST FACILITY

Roswell Test Facility, originally established by the U.S. Department of the Interior for desalinization studies, is now owned by the City of Roswell. Private companies and the federal government are involved in aquaculture research and commercialization projects at the facility.

Utilities Director
City of Roswell
P.O. Box 1838
Roswell, NM 88202
(505) 624-6700
Fax: (505) 622-7107

▼ SANTA FE INSTITUTE

The Santa Fe Institute is a private, independent organization dedicated to scientific research and graduate and postgraduate education. The Institute attracts internationally-known scholars, including Nobel Laureates, to Santa Fe for its workshops and research programs.

Research at SFI seeks to understand complex systems such as evolution, the immune system, the world economy and the learning process through an interdisciplinary approach. Economists, physicists, biologists, and others examine problems together and share insights in such a way that the full potential of science and technology can contribute to human welfare.

Santa Fe Institute
1660 Old Pecos Trail
Suite A
(505) 984-8800
Fax (505) 982-0565



AGRICULTURE

New Mexico enjoys as rich a diversity in agriculture as it does in people, climate and geography, everything from traditional staples to chile.

- Livestock generated more than \$1 billion in cash receipts for 1991.
- New Mexico leads the nation in production of chile, Valencia peanuts, summer potatoes and non-storage onions. New Mexico is the third largest producer of pecans.
- The dairy boom in eastern New Mexico is one of the state's economic development success stories.
- New Mexico's food processing industry has grown to over 200 quality companies.
- New Mexico is among the nation's top ten wool producers, and its high-quality fleece dominates United States and foreign wool shows.
- New Mexico's wine-making industry is more than three centuries old. Franciscan priests produced wine from mission grapes as early as 1662, a century before the first wine grapes were planted in California.
- In the last 10 years, demand for blue corn increased acreage from less than 100 acres to 2,500 acres, grown mostly in Quay, Curry and San Juan counties.

▼ PRICES AND INCOME

• Assets and Debts

New Mexico farm and ranch assets totaled \$12.5 billion for the year ending December 31, 1992. This level represents a 14.7 percent increase in assets from one year earlier and an 18.6 percent increase in assets since 1988. Real estate accounted for 82.2 percent of all assets, compared to 80.3 percent a year earlier. Farm and ranch debt in New Mexico totaled \$1 billion during the year ending December 31, 1990, 3.2 percent lower than debt in 1989, and 4.7 percent lower than two years earlier. Real estate debt accounted for 57.8 percent of total debt, compared to 57.4 percent one year earlier.

• Cash Receipts

The 1991 cash receipts from farm marketings in New Mexico totaled \$1.5 billion, up 1.2% from cash receipts in 1990. Livestock and livestock products accounted for 67.7% of the total and were valued at \$1 billion. Crops, valued at \$486 billion, represented 32.3% of cash receipts. Cattle and calves continued to dominate all other commodities, accounting for 49.9% of all cash receipts. Wholesale milk was second with 14.2%, while hay remained third with 7.5% of the total. The chile industry ranked fourth, accounting for 3.9% of total cash receipts, while onions ranked fifth with 3.0% of the total.

VOLUME AND PRODUCTION, 1991

LIVESTOCK

Cattle and Calves	607,780,000 lbs.
Milk	1.917 million lbs.
Sheep and Lambs	18,535,000 lbs.
Wool	4,130,000 lbs.
Hogs and Pigs	9,139,000 lbs.
Chickens	1,365,000 head
Eggs	302 million eggs

PRINCIPAL FIELD CROPS³

GENERAL CROPS

Corn for Grain	9,900 bu.
Corn for Silage	690 tons
Winter Wheat for Grain	8,000 bu.
Dry Beans	320 lbs.
Sorghum Grain	10,200 bu.
Sorghum Silage	48 tons
Upland Cotton	63 lbs. ¹
Cottonseed	31 tons
Potatoes	3,450 cwt.
Peanuts ²	51,075 lbs.
Chile	47 tons

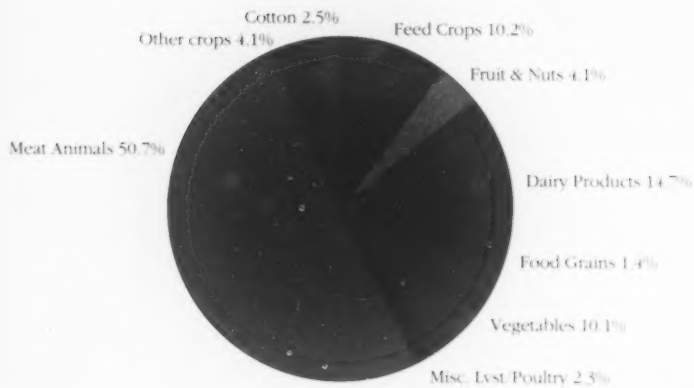
1/ 480-pound net weight bales

2/ Estimates comprised of quota and non-quota peanuts

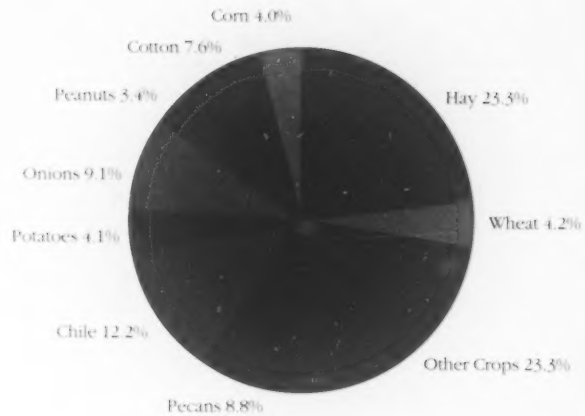
3/ 1,000 units

FIGURE 1
NEW MEXICO CASH RECEIPTS

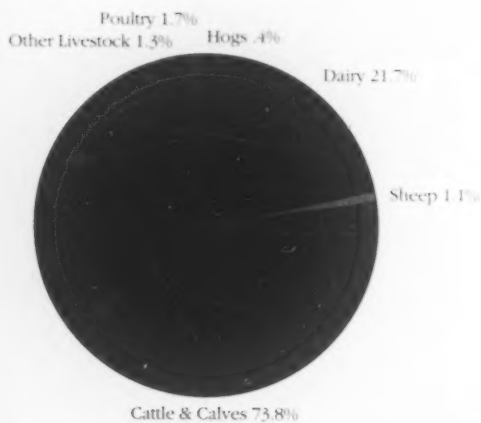
ALL COMMODITIES



CROPS



LIVESTOCK



HAY CROPS

All Hay	1,400 tons
Alfalfa Hay	1,274 tons
All Other Hay	126 tons

CASH RECEIPTS, 1991* ALL FARM COMMODITIES

	(1,000 Dollars)
Cattle and Calves	751,678
Milk	220,994
Sheep	10,820
Other Livestock	35,896
Wheat	20,682
Hay	113,464
Grain Sorghum	20,448
Grain Corn	19,324
Cotton	37,196
Chile	59,219
Vegetables	93,343
Fruits and Nuts	44,980
Other Crops	78,131
TOTAL	1,506,175

* Preliminary

▼ NEW MEXICO WINE RENAISSANCE

Europe's first settlements nearly four centuries ago brought sun-loving grapes to thrive along the Rio Grande, still the source of most wine today. Missionary priests brought European grapes and sacramental winemaking to the Mesilla Valley in 1580. By the 19th century, vineyards and wineries were flourishing from Bernalillo south to the Mexican border.

"No climate in the world is better adapted to the vine than the middle and southern portions of New Mexico," raved a young visiting attorney, William W. H. Davis, in his classic 1857 book, *El Gringo*, "and if there was a convenient market to induce an extensive cultivation of the grape, wine would soon become one of the staples of the country."

The 1880 census found 3,150 acres of New Mexico grapevines, and some 905,000 barrels legally declared wine per year. Market conditions, weather, pests, disease and finally Prohibition brought an end to legal wine made in New Mexico.

A national turn to lighter beverages delivered an early 1980's return of wine to New Mexico. From about 400 acres in commercial grapevines in 1981 blossomed a total of 5,000 acres under cultivation and a new national appreciation of New Mexico wine.

The rapid resurgence of the national-award-winning wine industry in New Mexico does not surprise veteran observers. They explain that New Mexico's warm, sunny days and the cool "rest period" nights favor wine grapes. Lack of disease and pests in the arid New Mexico climate attracts vintners from Europe and across the United States to join a centuries-old tradition of excellent winemaking.

For more information on New Mexico wineries and vineyards contact:

New Mexico Wine Growers Association
P.O. Box 2511
Santa Fe, New Mexico 87504

IN-STATE WINE SALES NEW MEXICO WINE GROWERS ASSOCIATION

<u>Months</u>	<u>1992</u>	<u>1991</u>	<u>Percent Change</u>
July 1992	35,699.65	9,716.12	267.43%
August 1992	31,409.27	18,141.23	73.14%
September 1992	36,923.50	21,843.14	69.04%
October 1992	41,714.20	33,205.80	25.62%
December 1992	36,445.29	16,456.45	121.47%
January 1993	39,803.42	30,686.58	29.71%
February 1993	10,569.82	30,474.77	(65.32%)
March 1993	28,456.13	12,179.75	133.63%
April 1993	14,395.16	9,568.74	50.44%



INTERNATIONAL

New Mexico's proximity to Mexico — 175 miles of shared border — enables the state to quickly supply raw materials and support services. The state actively participates in border development by promoting expansion of U.S. and foreign companies into the maquila industry. The state's excellent source of technology-based businesses can serve the maquila industry with high-quality plastics, electronics, chemicals, fabricated steel and wood products. New Mexico is also a source of secondary materials such as paperboard boxes, specialty cartons, shipping crates, foam interpacking, adhesives, glass and packing equipment.

▼ NEW MEXICO EXPORTS

New Mexico's exports reached \$319 million in 1991 for a 26.7% increase over 1990's \$251 million. New Mexico's exports translated into 8,000 export-related jobs for New Mexicans, an increase of 1,700 jobs over 1990.

In 1991, New Mexico products were exported to 87 countries (compared to 75 in 1990), with orders ranging from \$3,000 to \$58 million. For the second consecutive

year, Korea remains New Mexico's leading importer, with Japan a close second in a dramatic surge from \$10 million in 1990 to \$56 million in 1991. Korea's imports of electronic/electric items went down \$12 million while Japan's non-electric machinery rose \$37 million.

▼ NEW MEXICO EXPORT CATEGORIES

New Mexico exported products from 29 major industry categories. Twenty-one categories ranged in value from \$1 million to \$84 million (see Figure 1).

▼ NEW MEXICO EXPORT PERFORMANCE

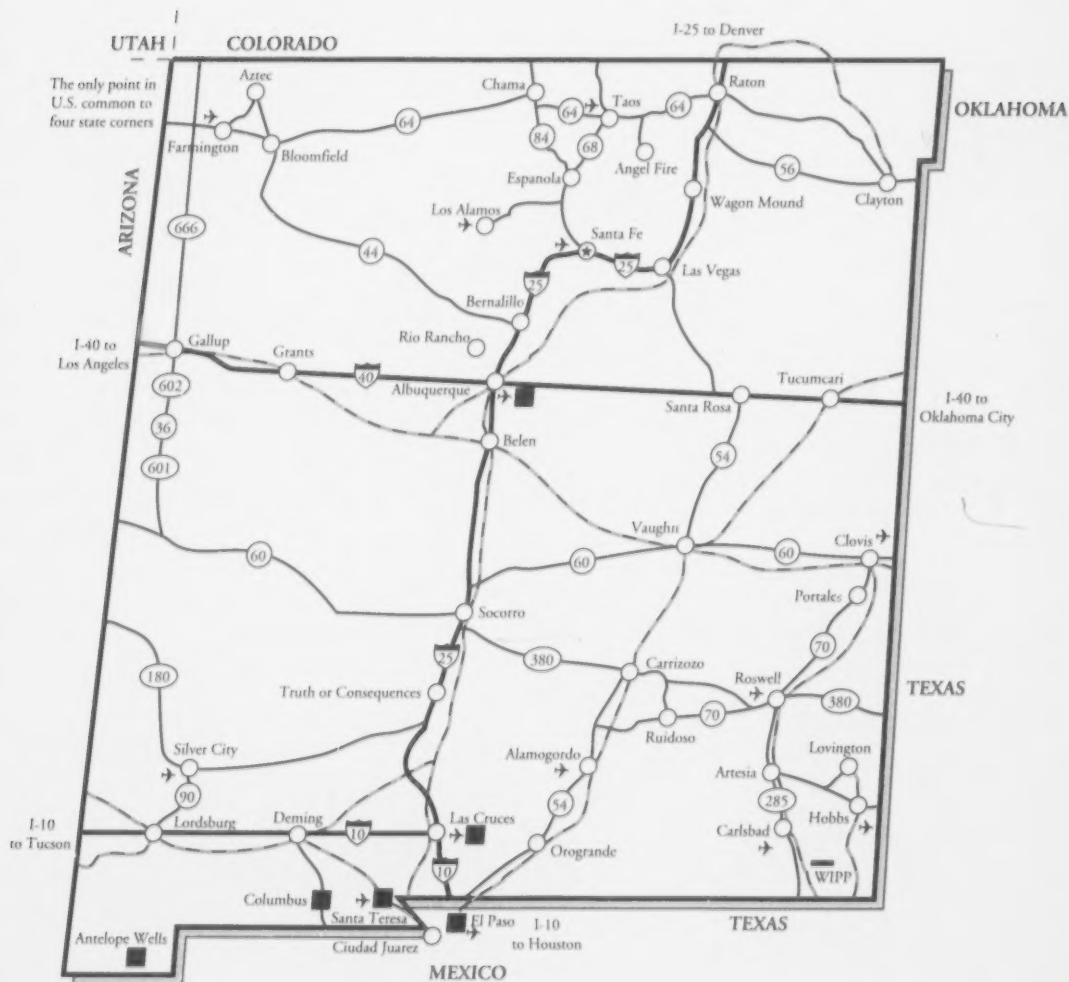
New Mexico's 26.7% export sales increase over 1990 is the result of combined cooperative efforts between the New Mexico Trade Division's trade specialists and the private sector. During 1991, the Trade Division concentrated on niche marketing of New Mexico products and services to selected countries; co-sponsored seminars/workshops with the Department of Commerce, conducted networking with

FIGURE 1
TOP TEN MAJOR INDUSTRY EXPORTS FROM NEW MEXICO TO THE WORLD
NUMBERS PRESENTED IN MILLIONS

SIC	RANK	CATEGORY	1992	1991	%+(-)
35	1	Non-Electrical Machinery	\$ 90.9	\$ 73.7	23.3
36	2	Electronic/Electrical Products	81.3	83.9	(3.2)
28	3	Chemicals & Allied Products	67.5	36.7	84.0
37	4	Transportation Equipment	28.2	28.7	(1.7)
01	5	Agricultural Products	21.3	17.5	22.1
38	6	Scientific/Medical/Control Instruments	15.1	19.9	(24.2)
32	7	Stone/Clay/Glass	13.6	1.7	666.8
24	8	Lumber	10.5	15.0	(30.0)
39	9	Misc. Mfg'd Products	9.6	4.7	105.6
20	10	Food & Kindred Products	3.0	5.1	(41.8)
		Total (Millions)	362.8	318.8	13.8

Source: U.S. Department of Commerce, Bureau of Census, 1993.

FIGURE 2
NEW MEXICO TRANSPORTATION NETWORK



RAILROADS

Amtrack
Burlington Northern
Union Pacific
Atchison, Topeka & Santa Fe
Southern Pacific

INTERNATIONAL PORTS OF ENTRY

Albuquerque-Albuquerque Int'l Airport
Las Cruces-Crawford Int'l Airport
Antelope Wells-Border Crossing
Columbus-Border Crossing

AIRPORTS WITH AIRLINE SERVICE ✈

INTERSTATE HIGHWAYS

I-10 East-West from Las Cruces
I-25 North to Denver
I-40 East-West through Albuquerque

foreign consultants, embassies and ministries; fulfilled aggressive trade show/mission participation in Japan, Korea, Taiwan, Mexico, Canada and Spain; made a permanent placement of a Border Trade Specialist in Las Cruces, New Mexico; increased Maquila Mission frequency to the border region; effectively utilized the state's Honorary New Mexico Trade Representative presence in 16 worldwide locations, and worked closely with the Governor's office to get the Santa Teresa Port of Entry approved and opened.

Source: Export Recap '91 New Mexico Trade Division

▼ NEW MEXICO/MEXICO BORDER CROSSINGS

Two new border crossings have just been added to New Mexico's current border access through the Columbus-Palomas crossing and the Antelope Wells crossing. The U.S. Congress and the Mexican government have approved the Santa Teresa, New Mexico and San Jeronimo, Chihuahua crossing. Congress has appropriated \$12.1 million to construct the port facilities. The fourth crossing, Sunland Park-Anapra, has been approved by Mexico and awaits final approval by the U.S. Congress.

Santa Teresa holds enormous promise; the port will greatly facilitate the movement of people and goods between Mexico and the United States. The New Mexico

Border Development Authority will build an industrial transfer facility for trucks, trains and aircraft near the Santa Teresa border facility. It is estimated that the port will spawn industrial growth bringing thousands of jobs to the area. An upscale Santa Teresa Industrial Park is in the works. Unique features included in the design of the industrial park are on-site day care facilities and automatic teller machines for each plant. The center is expected to employ as many as 1,600 workers when in full production.

TRAVEL DISTANCE MILES BETWEEN ALBUQUERQUE, NEW MEXICO AND SELECTED CITIES IN MEXICO

CITY/TOWN	MILES
Chihuahua	493
Monterey.....	993
Ciudad Juarez.....	270
Hermosillo	688
Coahuila.....	696
Mexico City	1,368
Nogales	518
Tijuana.....	889
Mexicali.....	776
San Luis	675

Source: Arizona Automobile Association

FIGURE 3
POPULATION OF THE U.S. BORDER STATES: 1900 - 1990 (IN THOUSANDS)

YEAR	CALIFORNIA	ARIZONA	NEW MEXICO	TEXAS
1900	1,485 (-)	122 (-)	195 (-)	3,048 (-)
1910	2,377 (60.1)	204 (66.2)	327 (67.6)	3,896 (27.8)
1920	3,426 (44.1)	334 (63.5)	360 (10.1)	4,663 (19.7)
1930	5,677 (65.7)	435 (30.3)	423 (17.5)	5,824 (24.9)
1940	6,907 (21.7)	499 (14.6)	531 (25.6)	6,414 (10.1)
1950	10,586 (53.3)	750 (50.2)	681 (28.1)	7,711 (20.2)
1960	15,717 (48.5)	1,302 (73.6)	951 (39.6)	9,850 (24.2)
1970	19,971 (27.1)	1,775 (36.4)	1,017 (6.8)	11,198 (13.7)
1980	23,667 (18.5)	2,718 (53.1)	1,302 (28.1)	14,229 (27.1)
1990	29,760 (25.7)	3,665 (34.8)	1,515 (16.3)	16,987 (19.4)

Source: U.S. Census of Population and Housing (various years)

Note: Numbers in parentheses are percentage growth rates over the decade.

▼ ALBUQUERQUE AND RIO RANCHO FOREIGN TRADE ZONE (FTZ)

The Albuquerque and the Rio Rancho Foreign Trade Zones (FTZ) are central to the business districts and distribution facilities of both cities. The FTZ, a secured area technically considered to be outside the country, aids companies conducting international business by cutting the cost of trade transactions through the deferment and reduction of import taxes. Although it has received foreign trade zone status, the Albuquerque FTZ is just in the process of being activated with two active subzones. The Rio Rancho FTZ is pending approval.

Merchandise entering a Foreign Trade Zone does not go through a formal customs entry unless exported into the U.S. market, does not pay customs duties or government excise taxes, is exempt from the thorough examination process, and is not subject to U.S. quota restrictions.

▼ POPULATION IN THE BORDER REGION

The border region includes only 25 counties in the United States that are immediately adjacent to the international boundary and the 36 municipios (a geographic and administrative unit that is roughly equivalent to a United States county) in Mexico that are also contiguous with the international boundary.

Across the international border in the United States, almost 52 million people (in 1990) lived in the four border states of California, Arizona, New Mexico and Texas (see Figure 3). As in Mexico, the United States border states have exhibited much more rapid population growth than the nation as a whole. And, also like the Mexican border states, the population growth of the United States border states has been particularly rapid since the 1940s. Chihuahua, Mexico is New Mexico's neighboring state. Juarez, with a population of 1.6 million, is the largest community and is located at the border of New Mexico, Texas and Mexico.

▼ THE MAQUILADORA INDUSTRY

Maquiladoras, or "twin plants" as they are known, are in-bound assembly or manufacturing facilities established in Mexico for labor-intensive operations. Under the United

States-Mexico Twin Plant agreement, certain American products can be processed in Mexico and returned to the United States where duty is paid only on the value added in Mexico. This taxation provision yields considerable savings to American manufacturers.

The Mexican maquiladora industry (production sharing) has been called the fastest growing sector in the North American industrial market, and has become one of the most dynamic segments of worldwide manufacturing, growing up to 30% per year. This relatively young industry, which imports raw materials and components for low cost assembly and export, has grown to represent nearly one quarter of Mexico's gross national product.

Nearly 70% of labor-intensive Fortune 500 companies have already set up maquila operations. According to the National Statistics and Computing Institute (INEGI), 1,970 maquiladora plants were operating in Mexico as of October, 1991, producing parts that were shipped back to the U.S. for medical equipment, automobiles, electronics products and clothing. Roughly 90% of these plants are concentrated on the U.S./Mexican border. The number of employees working in the maquiladoras total approximately 500,000.

These plants spend over \$12 billion annually on inputs and supplies, 98% which come from U.S. companies. Products ranging from steel, chemicals and plastics to paper products, apparel and electronics are in demand. The components, supplies and services required for the maquiladora industry represent great opportunity for American businesses.

A twin plant may be located anywhere in the United States, with its "sister" plant located anywhere in Mexico. Most Mexico-side plants happen to be located near the U.S./Mexico border for proximity to American markets and suppliers, as well as to take advantage of certain trade incentives existing within the near-border region. Although the American plant may be located anywhere, as the length of shipping time increases to and from Mexico, profit is drained.

New Mexico and Mexico share a border 175 miles long. This adjacency offers distinct advantages to maquiladora operators, suppliers and companies offering goods and services to the Mexican consumer marketplace.

New Mexico's well-developed highway infrastructure, the elimination of trans-shipment to more distant plants, and quick access to management in response to frequent technological and design innovations and changes are just a few of the advantages to be realized by operating a business from New Mexico.

TOP TEN MATERIALS COMMONLY PURCHASED BY MAQUILADORAS

1. Molded Plastics
2. Repair Supplies for Machines
3. Packaging Material
4. Electronic Components
5. Wire
6. Metal Stamping
7. Steel
8. Chemicals
9. Apparel Supplies
10. Wood Products

Companies locating in New Mexico will gain unequalled access to this rapidly-growing Mexican marketplace. Companies operating in New Mexico are uniquely poised to provide the maquila plants the just-in-time delivery and minimal transportation costs they are seeking.

Plus, New Mexico can be a link to over 85 million consumers, as the North American Free Trade Agreement provides unprecedented access to Mexico. In one month alone (January, 1992), Mexico imported \$3.07 billion worth of products from the United States, and that amount is expected to continue to grow dramatically over time. New Mexico speaks the language and understands the customs of Mexico and shares the neighborly familiarity of a common border. Companies that set up shop in New Mexico today can gain a better understanding of the Mexican marketplace, giving them an advantage that will pay off in the years to come.

THE ADVANTAGE OF PROXIMITY TO MEXICO

A maquiladora, which operates pursuant to a program approved by the Mexican Secretariat of Commerce and Industrial Development (SECOFI), imports materials and components into Mexico for the purpose of assembling them into a finished product or component, and exports that product upon completion.

The U.S. company can own up to 100% of its investment and operate the plant under its own management. This unique agreement is unlike any other type of investment in Mexico, where a minimum of 51% Mexican ownership is typically required.

The parent company can take material, machinery, and equipment into Mexico duty-free when these items are used exclusively for the manufacturing of products to be re-exported.

Mexico's maquiladora program is preferred over assembly operations offered by other countries for a number of reasons. As is the case with most offshore production facilities, maquiladoras can provide labor at wage rates which are significantly lower than those which must be paid in the United States. Mexico's maquiladora industry also offers:

- The ability to send management employees, who are routinely able to obtain work permits or visas, to supervise the assembly process in Mexico.
- Geographical proximity of the assembly facilities to the market, resulting in lowered shipping costs and reduced delay.
- A faster production turnaround period because of the longer Mexican work week.
- The ability to sell up to 33% of the maquiladora's total production to the Mexican market under certain circumstances.
- The ability of the manufacturer to own indirectly (through a Mexican corporation) 100% of the production facility, the facility site, or both, if such ownership fits the manufacturer's needs.
- A tax structure based on very reasonable rates.

Business Considerations Relative to the Maquiladora Program: There are three basic methods by which an American manufacturer may conduct a maquiladora operation. The American manufacturer may:

- Directly own a Mexican corporation which, in turn, owns the Mexican assembly facility,
- Contract with an existing Mexican plant which agrees to provide a "shelter" operation for the American manufacturer, or
- Subcontract any and/or all assembly operations to a Mexican subcontractor.

Each of these methods requires a different level of commitment on the part of the American manufacturer with regard to ensuring that applicable Mexican laws are complied with and the operation is properly funded. Regardless of which method is selected, American manufacturers routinely attempt to minimize the risk of losing their investment by limiting the extent to which Mexican parties hold ownership rights to the assets utilized in the assembly process.

Direct Ownership of the Maquiladora: Direct ownership of the maquiladora operation requires the American manufacturer to be responsible for all aspects of establishing the facility, including the time and expense associated with acquiring or building a new physical plant. In addition to obtaining the licenses and authorizations which are required of Mexican corporations in general, the American manufacturer must satisfy additional requirements in order to qualify for the maquiladora program. Not all of these requirements need to be met in every case. The American manufacturer that decides to own the maquiladora corporation directly is more likely to face decisions related to the acquisition of land and construction of a plant, and will bear the time and expense associated with such start-up activities.

Use of a "Shelter": Approximately 30% of maquiladora production takes place in "shelter" operations, which account for roughly 60% to 80% of total maquiladora employment. Participation through a "shelter" program generally refers to an export and assembly operation performed by an existing Mexican company for the benefit of a foreign manufacturer. The foreign manufacturer supplies know-how and materials but does not otherwise participate in the assembly process. Such an arrangement requires the preparation of a shelter agreement which generally provides for the creation of assembly facilities (or the use of existing facilities) and which also contains provisions making the shelter provider responsible for customs, labor, legal, and most other operational aspects. The foreign manufacturer typically sends a manager to control the production or assembly process and supplies any necessary additional equipment, raw materials or other items. The shelter company typically charges the foreign manufacturer on an hourly basis for each employee provided.

Subcontracting Maquiladora Production: The third method of participation, which involves the least risk (and the least control), involves subcontracting the assembly work to a Mexican company. The American manufacturer supplies components, raw materials, specialized equipment, or other items which may be necessary for the assembly process, and the subcontractor controls all aspects of production, including the import and export process and fulfillment of all government regulations. Payment to the subcontractor is typically based on the number of items produced.

Regulatory Considerations: The legal process of establishing a direct-ownership maquiladora usually takes four to eight weeks from the time the permit is first requested to the approval of the final import permit. The initial permit needed to incorporate is requested from Mexico's Secretariat of Foreign Relations. Once permission to incorporate is received, application may be made to SECOFI for a maquiladora program. In determining whether to approve a program, SECOFI considers a variety of data pertaining to the proposed operation of the maquiladora, including (a) information required by the government for statistical purposes such as the amount of the initial capital or financial investment, the number of projected employees, and a description of the product and assembly process, and (b) a detailed listing of the type and amount of each item of material, as well as a description of supplies, equipment, and other property which will be imported into Mexico for assembly purposes or to further the assembly process.

As part of the maquiladora application process, SECOFI will then obtain necessary registration with the National Maquiladora Industry Registry, Foreign Investment Registry, Foreign Relations, the Federal Taxpayer Registry, the National Workers Housing Fund Institute and Social Security. Upon review and approval of the maquiladora program, SECOFI delivers to the Mexican customs agency the list of items to be imported by the applicant, and the customs agency then relies on the document as its authorization to permit the entry of each listed item on a temporary basis.

If preliminary preparation is properly done, the process of obtaining a permit and making other start-up arrangements does not take long. However, it is strongly recommended that competent American and Mexican counsel be obtained for this process.

MINIMUM WAGES IN MEXICO FOR 1992 (IN PESOS*)

<u>SPECIALIZED JOB CATEGORIES:</u>	<u>HIGH</u>	<u>LOW</u>
1. Skilled brick mason	19,465	16,230
2. File clerk	18,560	15,475
3. Salesclerk, pharmacies and boutiques	16,935	14,120
4. Bulldozer operator	20,460	17,060
5. Cashier	17,295	14,420
6. Skilled typesetter	18,380	15,325
7. Bartender	17,655	14,725
8. Carpenter	18,110	15,100

9. Skilled carpenter, furniture maker	19,105	15,930
10. Plane operator (woodwork)	18,470	15,400
11. Chef	19,735	16,455
12. Skilled mattress maker or repairman	17,840	14,875
13. Skilled tile worker	19,015	15,855
14. Accounting clerk	18,740	15,625
15. Construction, plasterer	18,020	15,025
16. Construction, iron worker	18,740	15,625
17. Shoe leather cutter	17,475	14,570
18. Seamstress (factory)	17,205	14,345
19. Seamstress (home)	17,745	14,800
20. Parking attendant	18,110	15,100

* Figures are in old pesos. As of Jan. 1993, 1,000 pesos were converted to 1 peso.

▼ INTERNATIONAL SERVICES

INTERNATIONAL TRADE COUNCIL OF NEW MEXICO

A private sector, non-profit entity organized to foster and promote international commerce through direct business interaction and networking to create and improve export opportunities for New Mexico companies and individuals.

INTERNATIONAL BANKING

Most banks in New Mexico have an international officer or domestic correspondent to assist in international banking transactions. In addition, two banks located in Albuquerque (First National and Sunwest) have international banking departments that can assist on a direct basis or through their direct foreign banking correspondents. Services offered include the following:

- Irrevocable letters of credit
- Foreign currency exchange
- Foreign remittance
- Foreign check collections
- Wire Transfer
- Financial assistance through Import-Export Bank
- Financial assistance through Foreign Credit Insurance Association

INTERNATIONAL TRADE ADMINISTRATION

The U.S. and Foreign Commercial Service has a branch office located in Albuquerque. Technical assistance on

export markets is available from a large office library and from U.S. consular offices worldwide. Under a cooperative plan signed between the district office and the New Mexico Department of Economic Development, exporters and importers can receive timely assistance with most routine inquiries and with other subjects requiring more in-depth research. Inquiries should be directed to the Trade Division of the New Mexico Department of Economic Development.

TRADE DIVISION

The International Trade Division of the NMED Department provides assistance to New Mexico manufacturing, agricultural and other production concerns in developing their export capabilities. It promotes foreign investment and foreign company relocation in New Mexico and it establishes and coordinates marketing missions to foreign countries.

The International Trade Division is the state clearing-house for information on industrial technology and the international market.

Trade Division Office
Joseph M. Montoya Building
1100 St. Francis Drive
Santa Fe, NM 87503-9971
(800) 374-3061

THE NEW MEXICO TRADE FOUNDATION (NMTF)

This foundation was created as a catalyst to assist the state of New Mexico in developing and fostering beneficial business relationships with persons, enterprises and governments outside the state who have an interest in trade and commerce with business interests overseas. The Foundation funds overseas trade offices/representatives as well as export seminars and workshops. It also provides hospitality funds for hosting foreign visitors and U.S. visits overseas.

Trade Division Office
Joseph M. Montoya Building
1100 St. Francis Drive
Santa Fe, NM 87503-9971
(800) 374-3061

HONORARY NEW MEXICO TRADE REPRESENTATIVE PROGRAM

New Mexico frequently utilizes the expertise of its private residents, expatriates and local nationals living or doing business overseas to serve as honorary trade representatives of the state. The post is non-remunerative and the designation may be terminated by either party. Honorary trade representatives provide trade and investment leads to New Mexico companies after receiving training and information about the state of New Mexico. Currently there are Honorary Trade Representatives in Japan, Mexico (interior and border area), Colombia, Ecuador, Peru, Chile, Brazil, Venezuela, Spain, Indonesia, Taiwan, Pakistan, and the Commonwealth of Independent States.

Trade Division Office
Joseph M. Montoya Building
1100 St. Francis Drive
Santa Fe, NM 87503-9971
(800) 374-3061

MEXICO CITY TRADE OFFICE

New Mexico opened a trade office in Mexico City in August, 1992. It is centrally located in the Zona Rosa to provide personalized assistance to New Mexico companies wishing to export throughout Mexico or those in search of joint ventures with Mexican firms.

Mexico City Trade Office
Florencia 57-302
3rd Floor
Colonia Juarez, Mexico D.F. 06600
(52) 5-207-7619 and Fax (52) 5-207-7512

LAS CRUCES TRADE OFFICE

Opened in January, 1992, this trade office was established to serve as a liaison on border issues, conduct monthly maquiladora missions to Juarez/Chihuahua, and encourage the relocation of U.S. and foreign companies into New Mexico ports of entry.

Las Cruces Trade Office
P.O. Box 4298
Las Cruces, NM 88003
(505) 646-5480

NEW MEXICO INCENTIVES

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NEW MEXICO INCENTIVES

General Note: New Mexico believes that incentives play an important role in the site selection process. Extreme giveaways help no one and may lead to false expectations. However, incentives can help level the playing field and make sure a project gets off to a profitable start and stays that way. Good incentive programs, as New Mexico has, have reciprocity where there should be a balance between incentives and civic responsibility. In addition, New Mexico government and communities do a cost/benefit analysis to determine the return on investment.

Hard incentives are typically defined as those incentives in which a dollar value is easy to identify, while soft incentives, though valuable, are more difficult to place a dollar value upon.

▼ HARD INCENTIVES

1. TAX ABATEMENTS:

Property Tax Abatement: New Mexico communities can choose to abate all property taxes on a plant location or expansion up to 30 years, subject to the discretion of the local community. This is not a tax freeze but a true abatement on building, land and equipment. While state law allows this incentive, each city or county government controls this tool. At the end of the abatement period, the company will be faced with paying relatively low property taxes as New Mexico property taxes are the 49th lowest in the nation.

Compensating Tax Abatement: In addition to property tax abatement, the plant also avoids the state's portion of the sales tax (5%) (in New Mexico it is called gross receipts tax for purchases made in the state and for equipment purchased outside New Mexico and imported into the state, it is called compensating tax), on machinery and equipment and other movable personal property for the plant. (The gross receipts tax is still paid on the materials, such as brick and mortar, and the labor to put the materials and machinery in place. This is paid as an add-on to the contractor's bill.)

This property and gross receipts tax abatement is accomplished through the use of Industrial Revenue Bonds, which today are taxable due to Congress eliminating tax-free bonds in June of 1992 (it is hoped that tax-free bonds may be once again allowed in the future).

Taxable IRBs are not subject to IRS regulations or state caps. Further, IRBs in New Mexico are not used as a financing tool but rather as a tool to accomplish tax abatement. Abatement is achieved because legally the plant is owned by the city or county. The company makes lease payments to a bond trustee, who acts as a third party and uses the money to pay off the bonds. The abatement is in effect so long as lease payments need to be made.

Many companies expanding or coming to New Mexico have used this abatement program. Here are a few examples of those companies:

1. Southwest Airlines Reservations Center (new)
2. Intel Corporation (expansion)
3. General Mills Cereal Plant (new)
4. Aeroparts Manufacturing (new)
5. Transportation Manufacturing Corporation (expansions)

2. STATE AND FEDERAL INVESTMENT CREDITS:

New Mexico Investment Credit: New Mexico offers a credit for manufacturers which is 5% of the value of the equipment and machinery used specifically for manufacturing. If new equipment, then the 5% is applied against the purchase price. If the equipment is currently owned by the company and being moved from another location to New Mexico, then the book value of the equipment is used to determine the value of the credit. The credit may be used as a credit against other gross receipts taxes due New Mexico, or employee withholding or as a credit against the gross receipts taxes paid for the materials and labor in new con-

struction, remodeling or expansion. If the full amount of the credit can't be used in the first year, the credit may be carried forward to future years until the credit is fully utilized.

The creation of new, full-time jobs is required for a company to qualify for the credit. For an investment up to \$2 million, one full-time job must be created per \$250,000 increment of investment; from \$2 million to \$30 million, one full-time job for every \$500,000 increment of investment over \$2 million and; for an investment over \$30 million, one full-time job for every \$1 million increment in investment over \$30 million.

Federal Sales Corporations Tax Incentive (FSC): New Mexico's exporting companies can benefit from the Federal Foreign Sales Corporation legislation. A company designated as an FSC can exempt approximately 2/3 of its foreign trading company from United States taxation, providing certain specific sales and management activities are conducted outside of the United States. The FSC must be incorporated in a qualifying U.S. possession or foreign country and must have no more than 25 shareholders.

Watts and 800 Tax Exemption: New Mexico did away with the 4.25% gross receipts taxes on watts lines or 800 lines in July 1992. The previous gross receipts tax was an add-on charge passed from the long-distance carrier to the user.

3. NEW MEXICO AND FEDERAL LOAN/GRANT PROGRAMS:

Enchantment Land Certified Development Company (ELCDC): The ELCDC is an SBA licensed not-for-profit organization authorized to implement the SBA 504 and 502 loan programs. A 504 program provides long-term (20 years), low down payment (10%), reasonably priced, fixed rate loans for land, buildings and equipment for expanding small businesses. The ELCDC sells a debenture with a 100 percent SBA guarantee for up to 40% of the project or \$750,000 (in some cases \$1,000,000), whichever is less, and the company puts in 10% equity. The remaining 50% is from a first mortgage loan from a private sector lender.

New Mexico Severance Tax Loan Program: The State of New Mexico is authorized by legislation to purchase up to \$20 million of bonds, notes, debentures or other evidence

of indebtedness, excluding commercial paper, whose proceeds are used for the establishment or expansion of business outlets or ventures located in New Mexico. The rate of interest to be paid on these evidences of indebtedness shall be equivalent to the yield available on United States Treasury issues of a comparable maturity plus 50 to 100 basis points. The State Investment Council may establish terms for debt retirement, affecting both principal and interest to meet the needs of the borrower. These bonds, etc., must be rated not less than Baa or BBB or the equivalent by a national rating service, or debt secured with an irrevocable letter of credit issued by an institution or corporation rated A or better. The loan may not exceed 20 years.

Community Development Block Grants (CDBG): Funds are allocated on a yearly basis from the U.S. Department of Housing and Urban Development. Albuquerque, Santa Fe and Las Cruces each administer their own programs. The New Mexico Department of Finance and Administration administers the program for the balance of the state. The grant is made to a local unit of government which then makes loans to the private sector. The loan can be used for acquisition of real property and equipment, working capital and construction but may not be used to finance the movement of equipment or plants from one location to another. The CDBG funds require a 2:1 match between non-CDBG and non-public cash funds to the CDBG amount. The loans are extremely flexible with respect to payback; the terms are negotiated between the local unit of government and the private company involved. Loan maximum is \$500,000. (Tied to number of jobs created, usually \$15,000/job.)

4. TRAINING FUNDS PROGRAM:

New Mexico In-Plant Training Program: The New Mexico In-Plant Training Program will pay half the salary of "production" employees during the training period, up to 1,040 hours, and a portion of the training costs incurred by the employer or training institution. A six-member In-Plant Training Board manages the funds and application is made to the board with each job description detailed as well as the period of training requested. The board will measure each request and use the Dictionary of Occupational Skills to determine the reasonableness of the request. In addition, the Board utilizes a sliding scale which relates wages to hours trained. The scale is only used as a measure and is not

necessarily a hard and fast rule. The scale is \$4.35/hour to \$6.49 for 500 hours of training; \$6.50 to \$8.99/hour for 750 hours of training and up to 1,040 hours of training for wages over \$9.00 per hour.

Federal Job Training Partnership Act (JTPA): The federal Job Training Partnership Act provides classroom and on-the-job training to economically disadvantaged individuals, older workers and dislocated workers. The cost of recruiting, screening and testing of applicants is borne by the Local Service Center. The state's post-secondary education institutions offer facilities, equipment and appropriate machinery for training programs.

Participants in on-the-job training are considered employees of the company. Participants in classroom training (pre-employment) are not employees of the company. The program will pay participants' wages for on-the-job training up to 1,040 hours and 100% of supportive services. This program should not be confused with the New Mexico In-Plant Training Program, even though components of each program are similar.

Other federal programs such as the Targeted Jobs Tax Credit program are also available in New Mexico.

5. CORPORATE INCOME TAX — DOUBLE WEIGHTING THE SALES FACTOR:

Beginning in 1995, a manufacturer in New Mexico may elect one of two methods for calculating corporate income tax liability. Presently, corporate income tax is calculated by taking the New Mexico portion of plant, payroll and sales and dividing the sum of the factors by three. In 1995, a corporation may elect to take the New Mexico portion of plant, payroll, sales and sales. This calculation counts the sales factor twice but changes the divisor to four. A company may elect either the existing formula or the new formula. A company is required to stay with their election a minimum of three years. This new formula provides a tax benefit to corporations who have a significant investment in plant and payroll in New Mexico but sell most of their product outside New Mexico.

New Mexico utilizes the "throwback rule," which requires that a New Mexico plant which sells its product or service into a political subdivision outside New Mexico but has not established nexus in that subdivision, count those sales in that subdivision as New Mexico sales.

FOUR-STEP EXAMPLE — ABC COMPANY CALCULATING NEW MEXICO CORPORATE INCOME TAX WITH/WITHOUT DOUBLE WEIGHTING SALES

A. ABC Company has plant, payroll and sales figures as follows:

New Mexico Plant	<u>\$ 1,000,000</u>	
Domestic Plant US	\$10,000,000	= .1 Factor
New Mexico Payroll	<u>\$1,000,000</u>	
Domestic Payroll US	\$5,000,000	= .2 Factor
New Mexico Sales	<u>\$ 2,000,000</u>	
Worldwide Sales	\$50,000,000	= .04 Factor

B. Current three-factor formula: $\frac{.1 + .2 + .04}{3} = .1133$ Four-factor formula: $\frac{.1 + .2 + .04 + .04}{4} = .0950$

C. ABC Company's Federal net taxable income is \$8,000,000, applied against table shown below.

NEW MEXICO CORPORATE TAX TABLE

<u>IF NET INCOME IS</u>	<u>THE TAX SHALL BE</u>
\$1 to \$500,000	4.8% of net income
\$500,000 to \$1,000,000	\$24,000 plus 6.4% in excess of \$500,000
\$1,000,000 plus (+)	\$56,000 plus 7.6% in excess of \$1,000,000

D. ABC Company net Federal taxable income = \$8,000,000 ("waters edge" only)

Current three-factor formula:

- a.) \$56,000 plus 7.6% in excess of \$1,000,000 = \$588,000
b.) Multiply \$588,000 by .1133 = \$66,620 tax due New Mexico

Four-factor formula:

- a.) \$56,000 plus 7.6% in excess of \$1,000,000 = \$588,000
b.) Multiply \$588,000 by .0950 = \$55,860 tax due New Mexico

6. LOCAL INCENTIVES:

The local development groups of New Mexico may add local components to those incentives previously listed.

EXAMPLE OF FINAL SAVINGS/GAIN ABC EXAMPLE COMPANY NEW MEXICO

ABC Company purchases a 10-acre piece of land for \$10,000 per acre, builds a \$2 million building and installs \$5 million of equipment and machinery and employs 100 at start-up. The employees are paid \$6.50/hour to start and it requires 480 hours to train the average production worker in this plant. (All previous assumptions used in #5 - Corporate Income Tax apply to this example.)

Investment:

Land	\$ 100,000
Building	2,000,000
Equipment	5,000,000
	\$7,100,000 Total Investment

Assumptions: (other than those listed above.)

1. Property tax rate is: \$3.50 Property tax rate / \$100 evaluation
 $\times .333 = \$1.05/\$100 =$
2. All equipment is purchased out-of-state.
3. The company has identified its own source of funds and will not be borrowing from New Mexico.
4. The company expands during the 20-year period but the additional investment is not considered in this example.
5. Savings realized from utilizing double weighting of the sales factor in calculating corporate income tax are added into this example.
6. Beginning in 1993, property subject to depreciation for tax purposes may be depreciated to zero - no residual value need be declared.

Savings and/or Gain:

- \$74,550 per year in property tax savings.
- \$1,320,600 property tax savings over 20 years.

- \$250,000 in compensating tax savings from IRB issue.
(5% of \$5 million in equipment.)
- \$250,000 in investment credits. (5% of \$5 million in equipment)
- \$206,000 in training funds for wages and a portion of training expenses.
- \$10,760 savings each year from four-factor income tax formula (assumes the unlikely event that taxable income will remain unchanged for 20 years).

TOTAL SAVINGS/GAIN
1ST YEAR=\$791,310
11.2% OF PROJECT COST
20 YEARS=\$2,412,200

▼ SOFT INCENTIVES

A. Employment Assistance: The New Mexico Labor Commission, at no charge, will pre-screen applicants to a client's basic criteria, turning over a list of those meeting the criteria for further interviews.

B. Access to Local and State Government: This type of "incentive" is difficult to place a value on; however, many New Mexico companies explain that access to the Governor of New Mexico and the Legislature is easy and common, as is access to the local government.

C. Technology Transfer: The New Mexico Economic Development Department, in conjunction with the three federal laboratories in New Mexico (Sandia National Labs, Los Alamos National Laboratories and the Air Force Phillips Laboratory), can help identify technology for product development and production problem-solving.

D. Mexico Office: The Economic Development Department has an office in Mexico City for the express and singular purpose of helping New Mexico companies identify and sell products and services to the Mexican markets. The office has served many New Mexico firms.

E. New Mexico Industrial Team: Utilizing the various state agencies which may affect a company expanding in or relocating to New Mexico, the Economic Development Department has established the New Mexico Industrial Team, comprised of Cabinet Secretaries and Deputy Cabinet Secretaries. The purpose of the team is to coordinate information required to evaluate an expansion or relocation and to assure the cooperation and attentiveness of New Mexico agencies. The team forms as projects warrant.

Members include, but are not limited to: The Office of the Governor, the Economic Development Department, the Environment Department, Construction Industries Division of the Licensing and Regulation Department, the State Investment Council, the Taxation and Revenue Department, Attorney General, Highway and Transportation Department, Agriculture Department, Department of Labor, Energy, Minerals and Natural Resources Department.

F. Local Soft Incentives: In addition to those listed above, other soft incentives may be included by the local community.

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New Mexico Economic Development Department
1100 St. Francis Drive
Santa Fe, New Mexico 87503
800-374-3061



NEW MEXICO
AMERICA'S LAND OF ENCHANTMENT